



EQUITY, EQUALITY, DIVERSITY AND INCLUSION STATEMENT

Policy number	18	Version	8
Drafted by	Alison Godfrey	Approved by Council on	11 October 2023
Responsible person	Marc Evans	Scheduled review date	1 September 2024

The Fishermen's Mission is committed to encouraging equity, equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination.

The aim is for our staff team to be truly representative of all sections of society and our clients, and for each employee to feel respected and able to give their best. To create a culture of openness, fairness and respect for all employees and clients.

As a charity providing wellbeing and pastoral service the Fishermen's Mission is also committed against the unlawful discrimination of our clients or the public.

Our policy's purpose

This policy's purpose is to:

Provide equity, equality, fairness and respect for all in our employment, whether temporary, part-time, full-time or voluntary.

Not unlawfully discriminate according to the Equality Act 2010 protected characteristics of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race (including colour, nationality, and ethnic or national origin)
- religion or belief
- sex
- sexual orientation

Oppose and avoid all forms of unlawful discrimination. This includes in:

- pay and benefits
- terms and conditions of employment
- dealing with grievances and discipline
- dismissal
- redundancy
- leave for parents and carers
- requests for flexible working

- selection for employment, promotion, training or other developmental opportunities

A handwritten signature in blue ink, appearing to read "M Vlasto", is centered within a light green rectangular background.

**MICHAEL VLASTO
COUNCIL CHAIR**

DATE : 11 October 2023

EQUITY, EQUALITY, DIVERSITY AND INCLUSION POLICY

Procedures number	18	Version	8
Drafted by	Alison Godfrey	Approved by CE	21 September 2023
Responsible person	Marc Evans	Next Review date	1 May 2024

Our commitments

The Fishermen's Mission commits to:

Encourage equity, equality, diversity and inclusion in the workplace as they align with our ethos and values, are good practice and make business sense.

Create a working environment free of bullying, harassment, victimisation, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

The Fishermen's Mission Code of Conduct states that we will:

Always act with fairness, honesty, integrity and openness; respect the opinions of others and treat all with equality and dignity without regard to colour, sex, gender reassignment, marital/civil partnership status, race, nationality, ethnic origin, age, disability, pregnancy or maternity, religion or belief or sexual orientation.

Promote the mission and objectives of the Fishermen's Mission in all dealings with the public on behalf of the charity.

Provide a positive and valued experience for those in contact with the Fishermen's Mission and its work.

Be confident to question standards of behaviour of other staff or volunteers that you do not believe fit within this code of conduct and other associated Fishermen's Mission policies

This commitment includes training all staff and volunteers about their rights and responsibilities under the equity, equality, diversity and inclusion policy. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, clients and the public.

Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, clients, visitors, the public and any others in the course of the organisation's work activities.

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints

could amount to gross misconduct and lead to dismissal without notice. (Grievance and Disciplinary Policy)

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

Make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.

To embed equity, equality, diversity and inclusion in everything we do and the way we think about our work and the way we deliver our services.

Make decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equity, equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

Our Equity, Equality, Diversity and Inclusion Statement:

Our commitment to our values is unwavering. Diverse and inclusive teams help us to serve our communities better. We want to grow a team that includes people with a variety of backgrounds, skills and views. Whatever makes you unique is welcome. We are on a journey, and we would like you to join us.



Marc Evans
Chief Executive
21 September 2023