

Equality, Diversity, and Inclusion Policy



Policy Statement

Willerby Ltd is committed to encouraging equality, diversity, and inclusion among our workforce, and eliminating unlawful discrimination.

The aim is for our workforce to be truly representative of the community which we are part of, and for each employee to feel respected and able to give their best.

Willerby in providing our products is also committed to against unlawful discrimination towards our customers & supply chain, or when engaging with the public.

Our policy's purpose

1. To provide equality, fairness, and respect for all in our employment, whether they have temporary, part-time, or full-time contracts.
2. Not to unlawfully discriminate, as set out by the Equality Act 2010 where protected characteristics are:

Age

- Discrimination occurs when someone is unfairly disadvantaged for reasons relating to their age which cannot be objectively justified.

Disability

- Discrimination is when someone is treated less well or put at a disadvantage for a reason that relates to their disability. Disability can include physical or mental impairment that has a substantial or long term negative effect on your ability to do normal daily activities. This can include cancer, certain progressive conditions such as multiple sclerosis, or people diagnosed with HIV.

Gender reassignment

- A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purposes of reassigning the person's sex by changing physiological or other attributes of sex.

Marriage and civil partnership

- Discrimination occurs when someone is treated less well due to the fact that they are legally married or in a civil partnership

Pregnancy and maternity

- Pregnancy and maternity discrimination is when someone has been treated unfair because they are pregnant , breastfeeding or because they have recently given birth.

Race (including colour, nationality, and ethnic or national origin)

- Race discrimination occurs when someone is treated unfairly because of their race.

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Religion or belief

- It is discrimination if someone is treated unfairly compared to someone else, because of their religion or belief. Religion means any religion or lack of religion. Belief means any religious or philosophical belief or lack of belief.

Sex

- Discrimination occurs when someone is treated unfairly because they are a man or because they are a woman.

Sexual orientation

- Discrimination because of sexual orientation is when someone is treated unfairly because of their sexual orientation. Sexual orientation is also known as sexuality.

Disability by Association

Discrimination by association applies to all the protected characteristics as described in the Equality Act.

For example, race discrimination can occur if someone is treated unfairly because of the race of someone they are closely associated with, such as their partner.

Another example may be if someone is disadvantaged because they have a disabled child, they may be able to make a claim of disability discrimination.

3. To 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
- requests for flexible working
- recruitment, selection for employment, promotion, training, or other developmental opportunities.

Our commitments

Willerby commits to:

1. Encouraging equality, diversity, and inclusion in the workplace as they are good practice and make business sense.

2. Creating 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.

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This commitment includes training managers and all other employees about their rights and responsibilities under the 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, customers, suppliers and the public.

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

Such acts will be dealt with as misconduct under the company'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.

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.

4. 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.

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

6. 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.

7. Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging 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.

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Our disciplinary and grievance procedures

Details of the company's grievance and disciplinary policies and procedures can be found on the intranet or requested from the HR team. This includes with whom an employee should raise a grievance – usually their line manager.

Use of the organisation's grievance or disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.

Whistleblowing

We are committed to conducting our business with honesty and integrity and we expect all staff to maintain high standards. In support of this we have a full Whistleblowing policy displayed on our website with details of internal senior management who can be confidentially contacted to address any concerns. Furthermore, there is a 3rd party provider, Protect, who offer a confidential whistle blower helpline, see below.

Protect-advice.org.uk
020 3117 2520