

Equality, Diversity and Inclusion Policy

The Womens Utility Network (**WUN**) believe that everyone that works for us and engages with us should expect a welcoming, diverse and inclusive environment free from harassment, prejudice or discrimination.

We want all employees and potential employees, members and future members, volunteers and contractors, board members and affiliates, suppliers and partners, to feel supported and empowered to be their authentic selves and given every opportunity to reach their full potential.

We want those we serve and do business with to feel inspired to emulate and embed an inclusive and diverse working culture.

This policy sets out our commitment to providing equality and fairness in the way we employ and operate, ensuring we do not provide less favourable facilities or treatment on the grounds of our identity and beliefs, including age, caring responsibilities, disability, family situation, gender expression, gender identity, gender reassignment, marriage and civil partnership, pregnancy and maternity, race including ethnic origin, colour, nationality and national origin, religion or belief, sex, sexual orientation, socio-economic background, the effects of the menopause or trade union activity.

All employees, whether they are part-time, full-time, voluntary or temporary, will be treated fairly and with respect. We will work to recruit candidates from a wide range of backgrounds to help us build a truly diverse talent pool and all employment opportunities including promotion, training, participation or any other benefit, will be made on the basis of skills and ability.

1. Purpose

This policy's purpose is to:

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

2. Not unlawfully discriminate because of 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

3. 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
- selection for employment, promotion, training or other developmental opportunities

2. Our commitments

WUN commits to:

1. Encourage equality, diversity and inclusion in the workplace as they are good practice and make business sense
2. Proactively raise awareness of benefits of working with and learning from people with different life experiences from our own
3. Create an environment that promotes dignity and respect for all, and where individual differences and the contributions of all are recognised and valued.
4. Not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy
5. Encourage and support anyone who feels they have been subject to discrimination to raise their concerns so that we can take appropriate and corrective actions
6. Regularly review our practices and procedures so that fairness is maintained at all times

3. Approval and Adoption

The equality, diversity and inclusion policy is fully supported by the WUN Board. Use of the network'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.