Equality, Diversity and Inclusion Policy

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Title	Equality, Diversity and Inclusion Policy		

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V1.00	03-04-2023	First Release
V1.10	08-11-2026	Policy Review + Document Style Update. Authorised by CWW
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PIPA commits its work to ensuring that in everything it does we hold equality, diversity and inclusion at the heart of our decisions and actions, with the aim to eliminate unlawful and habitual discrimination.

We want our actions and services to be truly representative of all sections of society for our customers and members.

Our commitments

OUR COMMITMENT AS A SERVICE PROVIDER:

1. Encourage equality, diversity and inclusion in our services and our work. We do so by reviewing our policies and services to meet the commitments laid out in this policy.

2. Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all our members and customers are recognised and valued.

PIPA offers a suite of online training courses to its members and leadership which shall be updated from time to time". Responsibilities include the PLG conducting themselves to help the organisation provide equal opportunities in its services and membership, and prevent bullying, harassment, victimisation and unlawful discrimination.

All members of the PIPA scheme should understand they, as well as their organisation, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their membership, against fellow members, customers, and the public

3. Take seriously any reported complaints of bullying, harassment, victimisation and unlawful discrimination by fellow members, customers, or the public in the course of the organisation's work activities.

Such acts will be dealt with as misconduct under the organisation's complaint procedure, and appropriate action will be taken.

Further, sexual harassment may amount to both a civil matter involving PIPA as an organisation, 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 members of the organisation and PLG.

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

6. Review our 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 membership 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 periodically, and considering and taking action to address any issues.

OUR COMMITMENT AS AN EMPLOYER*:

1) To create an environment in which individual differences and the contributions of our staff are recognised and valued.

2) Every employee, worker or self-employed contractor is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.

3) Training, development and progression opportunities are available to all staff.

4) Equality in the workplace is good management practice and makes sound business sense.

5) We will review all our employment practices and procedures to ensure fairness.

POLICY STATEMENTS

AGE

We will:

· ensure that people of all ages are treated with respect and dignity;

· ensure that people are given equal access to our employment, training, development and promotion opportunities; and

· challenge discriminatory assumptions about younger and older people.

DISABILITY

We will:

· provide any reasonable adjustments to ensure disabled people have access to our services and employment opportunities;

· challenge discriminatory assumptions about disabled people; and

· seek to continue to improve access to information by ensuring availability of loop systems, braille facilities, alternative formatting and sign language interpretation.

RACE

We will:

· challenge racism wherever it occurs;

· respond swiftly and sensitively to racist incidents; and

· actively promote race equality in the Company.

GENDER

We will:

· challenge discriminatory assumptions about gender;

· take positive action to redress the negative effects of discrimination against everyone;

· offer equal access for everyone to representation, services, employment, training and pay and encourage other organisations to do the same; and

· prevent discrimination against transgender people who have or who are about to undergo gender reassignment; and

· seek to ensure explicitly gendered language is not used in any of our policies or communications if it is not needed, and look towards providing guidance in use of pronouns and how this helps to create a trans inclusive environment for all

SEXUAL ORIENTATION

We will:

· ensure that we take account of the needs of everyone, including the LGBTQ+ communities; and

· promote positive images of the LGBTQ+ communities.

RELIGION OR BELIEF

We will:

· ensure that employees' religion or beliefs and related observances are respected and accommodated wherever possible; and

· respect people's beliefs where the expression of those beliefs does not impinge on the legitimate rights of others.

PREGNANCY OR MATERNITY

We will:

· Ensure that people are treated with respect and dignity during pregnancy and during maternity leave;

· challenge discriminatory assumptions about pregnancy and maternity leave; and

· ensure that no individual is disadvantaged as a result of pregnancy or maternity leave and that we take account of the needs of our employees during pregnancy and during maternity leave.

MARRIAGE OR CIVIL PARTNERSHIP

We will:

· Ensure that people are treated with respect and dignity and that a positive image is promoted regardless of marriage or civil partnership;

· challenge discriminatory assumptions about the marriage or civil partnership of our employees; and

· ensure that no individual is disadvantaged as a result of their marriage or civil partnership status.

EQUAL PAY

We will:

· ensure that all employees have the right to the same contractual pay and benefits for carrying out the same work, work rated as equivalent work or work of equal value.

Agreement to follow this policy

The equality, diversity and inclusion policy is fully supported by the PLG and has been shared with the membership for review and comment.