



PRACTICUS™

EQUALITY, DIVERSITY, & INCLUSION POLICY

Practicus believes unlawful discrimination has no place in our business and is committed to equality, diversity, and inclusion among our workforce, customers, suppliers and Community.

The aim is for our workforce to be truly representative of all sections of society, where all employees feel respected and able to give their best.

THE PURPOSE OF THIS POLICY IS TO:

- provide equality, fairness, and respect for all in our employment, whether temporary, part-time, or full-time.
- not unlawfully discriminate as defined by 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, and 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, requests for flexible working, and selection for employment, promotion, training, or other developmental opportunities.



PRACTICUS COMMITS TO:

ENCOURAGE

1. Encourage equality, diversity, and inclusion in the workplace that maps to our values and gives access to a broader array of talent and depth of thinking.



RESPECT

2. 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.

LISTEN

3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, Community, visitors, the public, and any others.



This commitment includes training managers and all other employees about their rights and responsibilities under the equality, diversity, and inclusion policy.

All staff understand they and Practicus, 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.

Such acts will be dealt with as misconduct under Practicus'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.

PRACTICUS COMMITS TO:

DEVELOPMENT

4. Provide opportunities for training, development, and progression to all staff who will be helped and encouraged to develop their full potential.



MERIT

5. Decisions concerning staff being based solely on merit (save for any exemptions and exceptions allowed under the Equality Act 2010).

REVIEW

6. Review employment practices and procedures when necessary to ensure fairness and provide updates to take account of changes in the law.

MONITOR DIVERSITY

7. Monitor the make-up of the workforce on information such as age, sex, ethnic background, sexual orientation, religion or belief and disability in order to encourage equality, diversity and inclusion in line with our 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.

The equality, diversity and inclusion policy is fully supported by senior management and has been agreed with employee representatives. Details of Practicus's grievance and disciplinary policies and procedures can be requested via HR@practicus.com.

Use of Practicus's grievance and/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.