



DIVERSITY & INCLUSION POLICY

Policy No: 3
Effective Date: AUG 2022
Version: 1.0

“UPECC is committed to encouraging equality, diversity and inclusion among our Directorate and our members”. - Directorate

Our aim is to ensure that both our Directorate and members feel respected.

The purpose of this policy is to:

1. Ensure equality, fairness and respect for all of our Directorate and members
2. Not unlawfully discriminate because of protected characteristics as set out in the Equality Act 2010
3. For the avoidance of doubt we oppose and avoid all forms of unlawful discrimination.

UPECC commits to:

1. The encouragement and active promotion of equality, diversity and inclusion in the workplaces of all of our members.
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 Directorate and members are recognised and valued.
3. As per the UPECC ACOP we take any allegations and complaints of bullying, harassment, victimisation and unlawful discrimination by members extremely seriously. Such acts will be dealt with as per the ACOP. 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.

Agreement to follow this policy

The equality, diversity and inclusion policy is fully supported by the UPECC directorate.

Our disciplinary and grievance procedures

Details of the organisation's Dispute Resolution and Sanction policies and procedures can be found in the Approved Code of Conduct, sections 6, 7 & 9.