

## **Equality, Diversity and Inclusion Policy**

### **plants@work members commit to**

- Provide equality, fairness and respect for all members /individuals and their teams.
- Protect against unlawful discrimination realised in the Equality Act 2010 i.e. protect 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, social or financial status.
- Encourage equality, diversity and inclusion as good, fair and professional practice.
- Work towards creating a culture free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all members are recognised and valued.
- Responsibilities include members conducting themselves in a manner that supports this policy in providing equal opportunities and preventing bullying, harassment, victimisation and unlawful discrimination.
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by members, customers, suppliers, visitors, the public and any others in the course of the Association's activities.

All members and their teams should understand they could be removed from membership if found in breach of the following; acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their membership, against fellow members, customers, suppliers and the public

