

Mamas Matter CIC Equality, Diversity and Inclusion Policy

Mamas Matter CIC is committed to encouraging equality, diversity and inclusion among our organisation, and eliminating unlawful discrimination.

The aim is for our organisation to be truly representative of all sections of society and our service users, and for all to feel respected.

Our policy's purpose

This policy's purpose is to:

1. Provide equality, fairness and respect for all in our work and for all service users, employees, volunteer and contractors.
2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
 - age
 - disability
 - gender reassignment
 - marriage or 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:

Our commitments

The organisation commits to:

1. Encourage equality, diversity and inclusion in the workplace as they are good practice and make business sense
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 are recognised and valued.

All employees volunteer contractors and directors should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful

discrimination, in the course of their work against fellow employees, volunteers, contractors, service users, directors , suppliers and the public.

3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, volunteers, contractors, service users, directors and any others in the course of the organisation's work activities.

Such acts will be dealt with as misconduct 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.

5. Make decisions concerning employees, volunteers, contractors, service users, directors being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

6. Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.