



## **INCLUSION AND DIVERSITY POLICY**

The Club is committed to eliminating discrimination and promoting equality and diversity in its own policies, practices and procedures and in those areas in which it has influence.

This applies to the organisations dealings with its staff, members, and all other individuals working or volunteering for the organisation, and participating in or watching the organisations activities and third parties.

The organisation intends to treat everyone equally and with the same attention, courtesy and respect regardless of their disability, gender, marital status, pregnancy, age, race, racial group, colour, ethnic or national origin, nationality, religion or belief or sexual orientation and will endeavour to create access opportunities for all those who wish to participate, and are lawfully eligible to participate, in its activities.

The organisation will not tolerate harassment, bullying, abuse or victimisation of individuals.

### **Regulation and legislation**

In developing and implementing its anti-discrimination policy, the organisation is committed to complying with the requirements of the Equality Act 2010 , ECB's codes of conduct as may exist and with all current and any future anti-discrimination legislation and associated codes of practice including, but not limited to:

Equal Pay Act 1970; Sex Discrimination Act 1975; Race Relations Act 1976; Disability Discrimination Act 1995; Employment Rights Act 1996; Age Discrimination Act 2006; Employment Equality (Sexual Orientation) Regulations 2003;

Employment Equality (Religion or Belief) Regulations 2003;  
the following codes of practice:

- (a) The Commission for Racial Equality code of practice for the elimination of racial discrimination and the promotion of equality of opportunity in employment (1983);
- (b) The Equal Opportunities Commission code of practice on sex discrimination; equal opportunities policies, procedures and practices in employment (1985);
- (c) The Equal Opportunities Commission code of practice on Equal Pay (2003);
- (d) The Disability Discrimination Act 1995 codes of practice in relation to rights of access to facilities, services and premises in employment;
- (e) The European Community code of practice on the protection of the dignity of men and women at work; and any relevant amendments to or further codes of practice.

## **Implementing the policy**

### Responsibility

Ultimate responsibility for implementing the policy rests with the Trustees of the organisation.

All employees, volunteers, members and trustees of the organisation are expected to pay due regard to the provisions of its anti-discrimination policy and are responsible for ensuring compliance with it when undertaking their jobs or representing the organisation.

Acts of discrimination or harassment on any of the forbidden grounds by employees, volunteers, members, trustees of the organisation will result in disciplinary action. Failure to comply with this policy will be treated in a similar fashion. The policy applies to all who are employed in the firm whether on a full time, part time or voluntary basis and to all trustees.

Acts of discrimination or harassment on any of the forbidden grounds by those acting on behalf of the organisation will lead to appropriate action including termination of services where appropriate.

## **Complaints of discrimination**

The organisation will treat seriously, and will take action where appropriate concerning, all complaints of discrimination, harassment, bullying, abuse or victimisation of an individual on any of the forbidden grounds made by employees, members, volunteers, trustees or other third parties.

All complaints will be investigated in accordance with the organisations grievance or complaints procedure and the complainant will be informed of the outcome.

### *Monitoring and review*

The policy will be monitored and reviewed on an annual basis to measure its progress and judge its effectiveness. Monitoring information will always be used in anonymous ways and treated with the highest level of confidentiality. In particular, we will, as appropriate, monitor and record:

- a) The age, sexual orientation, gender, and ethnic composition of the workforce and partners as well as the number of disabled staff, at different levels of the organisation;
- b) The age, sexual orientation, ethnicity, gender and disability of all employees, volunteers, members and trustees applicants, short- listed applicants and successful applicants for jobs and training contracts;
- c) The ethnicity, gender and disability of all applicants for promotion (including to partnership, to the role of a member of a limited liability partnership or as director of a recognised body) and training opportunities and details of whether they were successful;
- d) Where it is possible to do so, and where doing so will not cause offence or discomfort to those whom it is intended to protect, the sexual orientation and religion or belief of all partners and staff will be will be monitored so as to ensure that they are not being discriminated against in terms of the opportunities or benefits available to them. Firms should, however, be aware that partners and staff may not choose to disclose their sexual orientation or religion or belief and that care should be taken to avoid inadvertent discrimination in such cases. This should apply equally to disability;

- e) The number and outcome of complaints of discrimination made by staff, partners barristers, clients and other third parties;
- f) The disciplinary action (if any) taken against employees by race, gender and disability.

This information will be used to review the progress and impact of the anti- discrimination policy. Any changes required will be made and implemented.

Updated January 2019