



# POLICY

Policy Name	Diversity and Inclusion Policy
Date of Publication	June 2018
Superseded Policy	March 2018
Review Date	July 2019
Senior Responsible Officer	Director of People and Culture

## Business in the Community Diversity and Inclusion Policy

Business in the Community values the differences that a diverse workforce brings to the organisation. We believe that diverse teams are more creative and dynamic and more successful. Embracing diversity makes Business in the Community a better business. We aim to be a true reflection of the communities in which we operate both in terms of the services we provide and the people we employ.

We respect all individuals and are opposed to all forms of unlawful or unfair discrimination on the grounds of ethnic origin, nationality, gender, sexual orientation, gender identity, disability, religion and belief, age, work pattern, family status and will build a culture that values meritocracy, openness, fairness and transparency.

All employees are responsible for the promotion and advancement of diversity in Business in the Community. Behaviour, actions or words that transgress the policy will not be tolerated and will be dealt with in line with Business in the Community's disciplinary policy.

The policy is applicable to all employees and other workers, whether permanent or temporary. It also applies to all processes relating to recruitment, employment and training and to any dealings with members and stakeholders. Decisions relating to stakeholder and suppliers will be based on business-related criteria only and any irrelevant information will not form part of the process.

## Implementation

The publication of a diversity policy enables Business in the Community to send out a strong message of commitment, both internally and externally. In order to bring this policy to life Business in the Community is committed to the following:

- secure top-level ownership and sponsorship for diversity from senior management;





- develop and cascade a diversity policy statement;
- develop human resources and other policies to ensure diversity is addressed and promoted;
- cascade new policies with chief executive endorsement through business briefings as and when developed;
- integrate diversity into mainstream training and development programmes;
- establish education programmes for all staff;
- ensure that communication imagery and graphics are inclusive, and reflect and reinforce the words within the documentation;
- ensure that mainstream business communications reinforce the inclusive messages and become mainstreamed into day-to-day processes
- agree the aspirational diversity targets for the workforce, leadership team, and trustee composition over a five-year period with the chief executive
- establish formal measurement tools to assess the climate in Business in the Community
- seek to implement the good practice disseminated by Workplace Campaigns eg Race For Opportunity and Opportunity Now

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