

Equality, Diversity, and Inclusion Policy



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Labyrinth House

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1.0 Statement

Labyrinth House and Sunshine Baby Bank are committed to encouraging equality, diversity and inclusion among our workforce, tenants, volunteers, and service users; and to eliminate unlawful discrimination.

The aim is for our workforce and tenants to be truly representative of all sections of society, and for each of our employees and tenants to feel respected and able to give their best.

The organisations, in providing a service to support children, young people and families, is also committed against unlawful discrimination of its service users.

2.0 Our Policy Purpose

The policy's purpose is to:

1. Provide equality, fairness and respect for all in our employment, whether voluntary, part-time or full-time.
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.



3.0 Our commitments

The organisations commit to:

1. Encourage equality, diversity, and inclusion in the workplace
2. Create a working environment free of bullying, harassment, victimisation, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all employees, tenants, and volunteers
3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, volunteers, tenants and service users and any others in the course of the organisations' work activities.

All employees and volunteers 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 employment, against fellow employees, volunteers, tenants and service users.

Such acts will be dealt with as misconduct under each organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

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.

4. Make decisions concerning staff based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act)
5. Review employment and volunteering practices and procedures when necessary to ensure fairness and update them, and update the policy, to take account of changes in the law.
6. Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity, and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plans, are working in practice. This includes reviewing them annually and considering and taking action to address any issues.

4.0 Agreement to follow this policy

The equality, diversity and inclusion policy are fully supported by the founders and directors of Labyrinth House and the trustees of Sunshine Baby Bank.