ACCESS ALL AREAS

Equal Opportunities Equity Inclusion
And Diversity Policy

We will collaborate with employees, artists and our partners in an equitable way. We recognise that people have different needs - inclusivity for all is at the heart of our culture. We recognise the importance of everyone’s unique cultural perspective and the benefit of each individual’s experience.

Equal Opportunities, Equity, Diversity, and Inclusion Policy

This policy’s purpose within our organisation

* Create and promote a welcoming, diverse and discrimination and harassment-free workplace where morale and productivity are high because all staff feel included in the journey and targets.
* Highlight to internal and external stakeholders, the values and best practices that our company prioritises and attract an expanded talent pool.
* Amplify a range of thoughts and ideas so that we can pick the best ones and build on them.
* Create innovation and competitive advantage by having stakeholders from different backgrounds, and with different experiences and skills come together.
* Ensure our artists feel understood by our internal staff so that we can maximise their reach and abilities.
* Provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time.

Our Commitments

Discrimination Prohibition

We will create a working environment

* which provides equality and equity of opportunity and freedom from unlawful discrimination based on the Equality Act 2010 protected 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, sexual orientation.
* free of all forms of unlawful discrimination. This includes in; pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, selection for employment, promotion, training or other developmental opportunities.
* free of bullying, harassment, victimisation, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued. All staff should understand they, and their employer, can be held liable for acts of bullying, harassment, victimisation, and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers, and the public.
* that does not limit the potential of the employee or the company to have an outstanding team because of a member’s parental status, spectrum of thinking styles, community alliances, social class/background, socio/economic status, veteran status, accent, country of origin (excluding legal work restrictions & boundaries), education, menopause status, and any other status that we come across in our daily lives that is an unnecessary, socially constructed barrier to achievement that we are able to remove.

How we are going to do this will include the following

* a commitment to training managers and all other employees about their rights and responsibilities under the Equal Opportunities, Equity, Inclusion and Diversity Policy.
* encourage staff via their job responsibilities to fulfil their roles in a way that actively builds a diverse company with a diverse reach.
* take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, clients, suppliers, visitors, the public and any others in the course of the organisation’s work activities.
* create opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency and excellence of the organisation.
* make decisions concerning staff based on merit (apart from any necessary and limited exemptions and exceptions allowed under the Equality Act).
* ensure that the physical and virtual spaces we work in are accessible to all.
* review employment practises and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
* promote job vacancies in a variety of spaces, while recognising this may take some experimenting to get right.
* be willing to look at flexible working, tools, services and general job design to make our company and industry more accessible.
* monitor the make-up of the workforce regarding information such as age, gender, 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 plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.
* grow to be more aware of entrenched and/or systemic activities, prejudices and attitudes that can create spaces that are hostile to diverse thought.
* look for the intersections between diversity issues and business initiatives in order to push both forward collaboratively.
* continue to listen to people who are experts in business diversity.
* continue to listen, learn and evolve our work practice.

Reporting Inappropriate Conduct

If an employee believes that they or another individual has been subjected to or asked to action something prohibited by this Policy, the employee is urged and expected to report the relevant facts promptly. An employee may make a report either orally or in writing. Concerns can be raised to any member of Pure management.

We will take allegations of discrimination, harassment and bullying seriously and ensure they are appropriately investigated. All reported incidents will be investigated with an effort to keep the source of the report confidential, with the disclosure of information as appropriate to facilitate the investigation or resolution of the matter.

Acts of misconduct will be dealt with under the 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. 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.

Pure encourages employees to report in good faith any possible violation of this Policy.

Our Disciplinary and Grievance Procedures

Details of the company’s grievance and disciplinary policies and procedures can be found in the Company Handbook. This includes with whom an employee should raise a grievance – usually their line manager.

Use of the company’s grievance or disciplinary procedures does not affect an employee’s right to make a claim to an employment tribunal within three months of the alleged discrimination.

Prohibition of Retaliation

We will not tolerate threats or acts of retaliation of any kind against any individuals because they report behaviour reasonably believed to violate this policy or in good faith provide information in connection with a report or investigation of any such conduct.

Data Protection

Any personal data used in connection with this policy shall be collected, held, and processed in accordance with the Company’s Data Protection Policy.

Agreement to follow this policy

The Equal Opportunities, Equity, Diversity, and Inclusion Policy is fully supported by senior management.

Signed,

Angus Baskerville

Managing Director

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Sources

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\_data/file/405132/Equality\_and\_Diversity\_Policy.pdf

https://www.acas.org.uk/equality-policy-template

https://thedsc.org.uk/

https://www.diversitytrust.org.uk/

https://www.humanresourcestoday.com/diversity/examples/policies/?open-article-id=20786253&article-title=what-any-diversity-and-inclusion-policy-should-contain&blog-domain=insperity.com&blog-title=insperity

https://www.cipd.co.uk/knowledge/fundamentals/relations/diversity/factsheet#6426

https://www.jnj.com/about-jnj/policies-and-positions/diversity-equity-and-inclusion-policy