
OUR EQUALITY, DIVERSITY AND INCLUSION POLICY

Produced by
The Feather Company

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Dated 18.0.21

Offering everyone dignity and respect

At The Feather Company, we believe everyone has the right to be treated equally, and so, we're committed to encouraging equality, diversity and inclusion among everyone we work with.

We want our workforce to be truly representative of all sections of society, and for everyone who works here to feel respected and able to give their best.

We're also fully committed to fighting against unlawful discrimination of customers or the public.

Our policy helps us:

- Provide equality, fairness and respect for everyone in our employment, whether they're with us full-time, part-time or just for a while.
- Not unlawfully discriminate due to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation, in accordance with the Equality Act 2010.
- Oppose and avoid any unlawful discrimination. This includes things like pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities

As a company, we're committed to:

- Encouraging equality, diversity and inclusion at work. It's not just good practice, it also makes business sense
- Not standing for any bullying, harassment, victimisation and unlawful discrimination. We promote dignity and respect for everyone, and we want all individual differences and the contributions of all staff to be recognised and valued.

This commitment includes training everyone, including managers, about their rights and responsibilities under the equality, diversity and inclusion policy.

Staff must conduct themselves in ways that help the company provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

All staff 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, customers, suppliers and the public.

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Acting on all and any seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of our work activities.

Such acts will be dealt with as misconduct 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 could become both an employment rights matter and a criminal matter, in sexual assault allegations, for example. 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.

Creating opportunities for training, development and progress available to all staff. We encourage everyone to fulfil their full potential – good for people, and good for the business.

Making decisions about staff based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

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

Monitoring our workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, so we can meet the aims and commitments set out in our equality, diversity and inclusion policy.

We'll review our diversity and inclusion policy each year and consider any action that need to be taken to help us deal with any issues that arise.

Everyone at The Feather Company, including all of our senior management, fully support our equality, diversity and inclusion policy.



Gareth Monro
The Feather Company