

The Wild Hub CIC

EQUALITY & DIVERSITY POLICY

The Wild Hub is committed to providing equal opportunities and avoiding unlawful discrimination in whatever form to our employees, contractors, visitors, customers, or suppliers. This policy outlines The Wild Hub's approach, and any breaches of this policy may lead to disciplinary action if appropriate and after full investigation.

Protected Characteristics

It is unlawful to discriminate directly or indirectly in recruitment or employment because of race (including colour, nationality, ethnic or national origins), religion or belief, sex, marital status/civil partnership, sexual orientation, gender reassignment, age or disability, pregnancy, or maternity. These are known as "protected characteristics." Discrimination after employment may also be unlawful, e.g., refusing to give a reference for a reason related to one of these protected characteristics.

(a) **Direct Discrimination:** treating someone less favourably because of a protected characteristic. For example, rejecting a job applicant because of their religious views or sexual orientation.

(b) **Indirect Discrimination:** a provision, criterion or practice that applies to everyone but adversely affects people with a protected characteristic more than others and is not justified. For example, requiring a job to be done full time rather than part time would adversely affect women because they have greater childcare commitments than men. Such a requirement would be discriminatory unless it can be justified.

(c) **Harassment:** this includes sexual harassment and other unwanted conduct related to a protected characteristic, which has the purpose or effect of violating someone's dignity or creating intimidating, hostile, degrading, humiliating or offensive environment for them. Harassment is dealt with further in our Dignity at Work Policy.

(d) **Victimisation:** retaliation against someone who has complained or has supported someone else's complaint about discrimination or harassment.

(e) **Disability discrimination:** this includes direct and indirect discrimination, any unjustified less favourable treatment because of the effects of a disability, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability.

Recruitment

The recruitment and selection process are crucially important to any equality and diversity policy. The Wild Hub will endeavour, through appropriate training, to ensure that anyone making selection and recruitment decisions will not discriminate, whether consciously or unconsciously, in making these decisions. All applicants will receive fair treatment and will be considered solely on their ability to do the job.

Personal development

Personal development and advancement will be based on performance, and all decisions will adhere to the principles of this policy.

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Disabilities

If any employee is disabled or becomes disabled, we encourage them to tell us about their condition so that we can consider what reasonable adjustments or support may be appropriate.

Part time and fixed term work

Part-time and fixed term employees should be treated the same as comparable full-time or permanent employees and enjoy no less favourable terms and conditions [on a pro-rata basis where appropriate] unless different treatment is justified.

Monitoring

We do not collect or monitor equality information about employees, job applicants, contractors, etc.

Data Protection

Any personal information the CIC holds is held confidentially and in line with current data protection legislation. Any information is held securely and will be destroyed or deleted within reasonable time scales as laid down by legislation.

Breaches Of This Policy

The Wild Hub takes a strict approach to breaches of this policy and encourage any employee or other person who feels that they have been subject to discrimination to bring the matter to their attention. Any complaints will be treated in strict confidence and fully investigated. Breaches of this policy will be dealt with under the Disciplinary Procedure; serious cases of deliberate discrimination may amount to gross misconduct resulting in dismissal. Employees should also bear in mind that they can be held personally liable for any act of unlawful discrimination.