

# **EQUALITY POLICY**

## **OF THE GLAZIERS' FOUNDATION ('THE FOUNDATION')**

**THE FOUNDATION** was established in 2011

as a Registered Charity (No. 1143700)

and a Company Limited by Guarantee (No. 7737934)

by **THE WORSHIPFUL COMPANY OF GLAZIERS & PAINTERS OF GLASS ('THE COMPANY')**, a City of London Livery Company originally established by Royal Charter in 1638.

**THE FOUNDATION** embraces all the charitable work of **THE COMPANY**

The address for **THE FOUNDATION** and **THE COMPANY** is:

**Glaziers' Hall, 9 Montague Close, London SE1 9DD**

This **EQUALITY POLICY ('THE POLICY')** relates specifically to **THE FOUNDATION**

**THE FOUNDATION** is committed to encouraging equality and diversity, and eliminating unlawful discrimination.

**THE FOUNDATION** binds itself by **THE POLICY** not to discriminate unlawfully against anyone with whom it deals.

In particular **THE FOUNDATION** will strive to:

- treat everyone in its employment, whether temporary, part-time or full-time with equality, fairness and respect
- eliminate discrimination in respect of:
  - pay and benefits
  - terms and conditions of employment
  - grievance procedures and discipline
  - dismissal
  - redundancy
  - parental leave
  - requests for flexible working
  - promotion
  - training or other developmental opportunities

on the grounds of any protected characteristics under equalities legislation, currently age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation.

In addition, **THE FOUNDATION** will seek to encourage equality and diversity in the workplace, to create a working environment free from bullying, harassment, victimisation and unlawful discrimination, and to promote dignity and respect for all, so that individual differences and the contributions of all staff are recognised and valued.

**THE FOUNDATION** will also seek to ensure that everyone within the organisation is aware of their rights under this policy and their responsibility to do all that they can to help to provide equal opportunities, and to prevent bullying, harassment, victimisation and unlawful discrimination; and is aware that they can be held liable for any acts of bullying, harassment, victimisation and unlawful discrimination carried out against anyone, inside or outside **THE FOUNDATION**, with whom they have dealings on behalf of **THE FOUNDATION** or when they might reasonably be regarded as representing it.

#### ***COMPLAINTS ARISING UNDER THE POLICY***

**THE FOUNDATION** will take seriously complaints against any person made by anyone within **THE FOUNDATION** relating to bullying, harassment, victimisation and unlawful discrimination. Where the complaint is made against anyone in the employ of **THE FOUNDATION** it will be dealt with as misconduct. Appropriate action will be taken where misconduct is proved. Complaints leading to a finding of gross misconduct may lead to dismissal without notice.

**THE FOUNDATION** recognises that sexual harassment may additionally, in some circumstances, lead to criminal proceedings. It also recognises that harassment within the meaning of the Protection from Harassment Act 1997 is a criminal offence.

This **EQUALITY POLICY** has been agreed and adopted by the **BOARD OF TRUSTEES OF THE GLAZIERS' FOUNDATION**.

**October 2023**