



The Worshipful Company of Glaziers & Painters of Glass is committed to encouraging equality and diversity and eliminating unlawful discrimination.

The organisation binds itself by this policy not to discriminate unlawfully against anyone with whom it deals.

In particular the Company will strive to

- treat everyone in our 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
  - selection for employment
  - 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 Company 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 Company 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 Company, with whom they have dealings on behalf of the Company or when they might reasonably be regarded as representing it.

#### *Complaints arising under this policy*

The Company will take seriously complaints against any person made by anyone within the Company relating to bullying, harassment, victimisation and unlawful discrimination. Where the complaint is made against anyone in the Company's employ 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 Company 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 Court.

January 2018