

The Worshipful Company of Glaziers & Painters of Glass is dedicated to embracing the rich diversity among our staff, members, potential members, and communities, firmly standing against all forms of prejudice and discrimination. Our dedication encompasses all protected characteristics outlined in the Equality Act 2010, as well as other vulnerable groups. We expect each employee, Court member, liveryman and freeman to uphold and respect this commitment in alignment with all our policies, practices, and procedures.

Under the law (Equality Act 2010), it is illegal to discriminate against individuals based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, ethnic or national origin), religion and belief, sex, and sexual orientation. Discrimination of any kind toward our staff, members or potential members is strictly prohibited, including racism, ableism, homophobia, biphobia, transphobia, sexism, ageism, religious discrimination, and any other prejudiced behaviour that undermines the rights, well-being, and identity of our staff, members and potential members.

Discrimination can manifest in various forms such as language, behaviours, unequal treatment, harassment, exclusion, stereotyping, or denying access to opportunities. We acknowledge our duty to address discrimination comprehensively and pledge to:

- ✓ Listen to the voices and experiences of staff, members, potential members, and other marginalized groups who face discrimination or lack fair representation.
- ✓ Commit to rectifying inequalities within our Livery, including differences in access, experiences, and outcomes for our diverse communities.
- ✓ Translate this commitment into tangible action and substantial change.
- ✓ Acknowledge our responsibility to listen to and learn from the experiences of all underrepresented groups.
- ✓ Listen with respect and genuine curiosity, recognizing the ongoing need for action and resources to bring about the necessary changes.
- ✓ Encourage all Court members, liverymen and freemen to collaborate with us in eliminating unfairness and discrimination within our organization and in our broader communities.

Approved by Court 24 June 2024