



1. STATEMENT OF INTENT

1.1 To promote equality of opportunity and create a working environment that is inclusive and free from discrimination or harassment. The purpose of this policy is to confirm Frost Creative's commitment to equality, diversity and inclusion in service delivery and employment.

2. THIS POLICY APPLIES TO...

2.1 All parts of Frost Creative and covers all customers, employees, managers, boards, contractors, trainees, casual workers, and agency staff and also governs how we work with other organisations.

2.2 We have responsibilities under the Equality Act 2010 to promote equality of opportunity. The Equality Act 2010 makes discrimination unlawful in relation to nine protected characteristics; age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.

2.3 The Public Sector Equality Duty requires Frost Creative to give 'due regard' to the need:

2.3.1 To eliminate discrimination, harassment and victimisation

2.3.2 To advance equality of opportunity

2.3.3 To foster good relations (tackling prejudice and promoting understanding).

3. POLICY

3.1 Support our vision by promoting inclusive working environments for our staff and valuing the diversity of our customers and communities.

3.2 Ensure that no individual or group in society receive unfair treatment in recruitment, pay or promotions, or any other services we provide.

3.3 Ensure that people have equal access to services and employment opportunities

3.4 Eliminate discrimination, harassment and victimisation

3.5 Advance equality of opportunity

3.6 Foster good relations by addressing prejudice and promoting understanding

3.7 Strive to be an open, inclusive and diverse organisation

- 3.8 Value the diversity and talents of all individuals
- 3.9 Support, develop and empower people to succeed
- 3.10 Understand the diverse needs of our customers and communities and deliver appropriate, accessible and flexible services
- 3.11 Promote equality of opportunity in employment and service provision
- 3.12 Create a diverse, engaged workforce and inclusive workplaces
- 3.13 Encourage tolerance, and understanding of others or their lifestyle choices
- 3.14 Challenge prejudice, discrimination and harassment where we find it
- 3.15 Promote equality, diversity and inclusion with our customers, communities, partners, stakeholders and our supply chain.
- 3.16 Abide by our statutory and regulatory obligations to promote equality of opportunity, deliver our services with 'due regard' to need and to comply with the duty in the provision.
- 3.17 Undertake an annual Equality and Diversity Review which will be approved by the relevant Board Committee
- 3.18 Commit to review and/or establish specific Equality objectives once annually.
- 3.19 Undertake an annual Equal Pay Audit.

4. LEGAL & REGULATORY FRAMEWORK

- Equality Act 2010
- Employment Rights Dispute Resolution Act 1998
- Employment Relations Act 1999
- Protection from Harassment Act 1997
- Health and Safety at Work Act 1974
- Public Interest Disclosure Act 1998
- ACAS Code of Practice on Disciplinary and Grievance Procedures
- Modern Slavery Act 2015

5. RELATED PROCEDURES

This policy links to:

- People and Organisational Development Policies and Procedures
- Preventing Bullying and Harassment Procedure
- Whistleblowing Reporting Procedure

- Equal Pay Audit Procedure
- Customer/Service Provision EDI Procedure
- The Annual equality and Diversity Review Process and the associated objectives agreed and acted upon.
- The Impact Analysis papers which accompany every Executive, Board and Committee paper.

Approved by (including date of approval)	Director of Frost Creative - December 2023
Review cycle	3-yearly
Date of next review	December 2026