



LUCKY EWE

15 Ceres Road
Cupar
KY15 5JT
Tel: 07817 278630
email: office.luckyewe@gmail.com

EQUALITY DIVERSITY AND INCLUSION POLICY

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POLICY CUSTODIAN	Lucky Ewe Secretary/ Administrator

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1. Purpose

Lucky Ewe is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination. The aim is for our workforce, and our interns, to be truly representative of all sections of society and for each employee to feel respected and able to give their best. The charity, in providing goods and services, is also committed to avoiding unlawful discrimination of customers or the public.

The policy's purpose is to:

- provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time, paid or unpaid
- avoid discrimination as outlined by the Equality Act 2010, which identifies protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation
- oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities

2. Scope

This policy applies to trustees, employees, interns and volunteers.

3. Definitions of Terms

In this policy where the number of such terms is limited, the definitions will appear in the policy statement.

4. Policy Statement

The organisation commits to:

- Encouraging equality, diversity and inclusion in the workplace
- Creating a working environment free of bullying, harassment, victimization and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff and volunteers are recognized and valued.
- This commitment includes making employees, interns and volunteers aware of their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include staff and volunteers conducting themselves to help the organization provide equal opportunities in employment, and prevent bullying, harassment, victimization and unlawful discrimination.
- Taking seriously complaints of bullying, harassment, victimization and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organization's work activities.

- Such acts will be considered as misconduct and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.
- Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.
- Make opportunities for training, development and progress available to all staff and volunteers who will be helped and encouraged to develop their full potential, so their talents and resources can be fully realised.
- Decisions concerning staff and volunteers being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
- Review employment practices and procedures when necessary to ensure fairness and also update them as appropriate.
- Monitoring will include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

Details of the organisation's grievance and disciplinary policies and procedures can be found at www.luckyewe.org.uk.

5. Applicable External Legislation and Regulations

- a) Equality Act 2010
- b) Protection from Harassment Act 1997

Form content gathered from:

<https://www.acas.org.uk/equality-policy-template>
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