

## **Equal Opportunities and Diversity Policy**

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### **Scope of the Policy**

The purpose of this policy is to ensure that our commitment to equality of opportunity and valuing diversity is reflected in all employment processes. The policy covers all employees, including those on fixed-term contracts and those on secondment from other organisations. The term 'discrimination' is used throughout this policy to mean unfair and unlawful discrimination.

### **Principles**

Equality and diversity are central to our daily working life at Water Wise. We aim to prevent and remove unfair discrimination, harassment and victimisation wherever we encounter it in our work, to promote equality of opportunity in all that we do, and to value and respect differences. Relevant training and development are provided to employees to achieve this.

All employees have a responsibility to challenge, report and/or directly dealing with discriminatory behaviour, unfair treatment, harassment or bullying at Water Wise.

We recognise that people have preferences in relation to the world around them. However, every employee has a responsibility to ensure that decisions made at work are not affected by bias or prejudice. The Equality Act (2010), states that there are nine protected characteristics and that it is unlawful to discriminate against people because of those characteristics.

Discrimination, harassment and victimisation are disciplinary offences which may lead to dismissal.

Our policy will comply with and, where appropriate, exceed statutory requirements of the Equality Act 2010, as appropriate and in accordance with current good practice.

Water Wise Services is committed to becoming an organisation which understands the effects of disability and provides effective support so that disabled employees are able to perform to the best of their ability. This means ensuring that they have the opportunity to discuss and request reasonable adjustments, and that managers will ensure that any agreed adjustments are put in place promptly. When considering reasonable adjustments, Water Wise will consider how best to prevent substantial disadvantage.

### **Outcomes**

PHSO acts in compliance with relevant statutory requirements, specifically the Equality Act. Water Wise's workforce better reflects the community we serve, and the working populations around our sites, at all levels. That our employees understand and respond effectively to the diverse needs of the communities we serve in order to promote equal access to our services.