

Equality, Diversity and Inclusion POLICY STATEMENT



The Board of Trustees, Chief Officer and Senior Management Team of East Ayrshire Leisure Trust (hereafter “Trust”) recognise their statutory duties under the Equality Act 2010 and all other relevant legislation.

Through the implementation of our values and our people practices, The Trust is committed to encouraging and promoting equality, diversity and inclusion among our workforce and across our organisation, striving for continuous improvement in eliminating unlawful discrimination.

Our aim is for our workforce to be truly representative of all sections of society and of our customer base and for each employee to feel respected and able to give their best.

The Trust, in providing Leisure, Culture and Sports services for our communities and visitors is also committed to pro-actively providing safe spaces, promoting and demonstrating equality, diversity and inclusion and challenging any unlawful discrimination of customers or the public.

1. Purpose

The purpose of our policy statement is to:

- i Provide equality, fairness and respect for all in our employment, whether temporary, permanent or on our Bank Register
- ii Not unlawfully discriminate against the protected characteristics outlined within the Equality Act 2010, namely:
 - age
 - disability
 - gender reassignment
 - marriage or civil partnership
 - pregnancy and maternity
 - race (including colour, nationality, and ethnic or national origin)
 - religion or belief
 - sex
 - sexual orientation
- iii Oppose and seek to recognise and prevent 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
 - selection for employment, promotion, training or other developmental opportunities

2. Our commitments

The Trust commits to:

- i. Encourage equality, diversity and inclusion in the workplace and promote this as best practice .
- ii. Create a working environment free of bullying, harassment, victimisation and unlawful discrimination. Promote, through the implementation of our values, dignity and respect for all, and celebrate a workplace where individual differences and the contributions of all employees are recognised and valued. We can achieve this through staff development and the implementation of our Review and Development and Staff Long Service programmes.

This commitment includes raising awareness of the equality, diversity and inclusion policy, training our managers and all other employees about their rights and responsibilities outlined within the policy.

- iii. Conduct ourselves in accordance with Trust values demonstrating dignity, fairness and respect at all times. Our managers will strive to help the organisation provide equal opportunities in employment, prevent bullying, harassment, victimisation and unlawful discrimination in our workspaces. We can achieve this by providing support and guidance to employees and managers, offering opportunities for continuous professional development and regular monitoring of our workplace environments.

All staff should understand that they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination against fellow employees and any member of the public in the course of their employment.

iv. Take seriously, complaints of bullying, harassment, victimisation and unlawful discrimination by any employees or members of the public in the course of the organisation's work activities.

Such acts will be dealt with as misconduct under the Trust grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

The Trust prides itself on demonstrating a zero tolerance policy against those members of the public who disrespect or discriminate against our employees. Such acts will be reported to the appropriate agency, especially if they are criminal acts, and those displaying those behaviours will be prevented from accessing our services.

v. Provide opportunities for training, development and access to Review and Development to ensure that all staff are supported and encouraged to develop to their full potential, and that their talents and resources can be fully utilised to maximise the efficiency of the organisation.

vi. Regularly review employment practices and procedures to ensure that our policies and processes reflect fairness and equality and that we take account of any changes in the law.

vii. Ensure that the Equality Act 2010 is applied in the procurement process

viii. Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability and publicly report that information, thereby meeting the aims of this policy, fulfilling our statutory obligations and continuing in our journey to achieve a diverse workforce.

3. Agreement to follow this policy

The equality, diversity and inclusion policy statement has been agreed with Staff Associations and has the full support of East Ayrshire Leisure Trustees, Chief Officer and all Senior Managers.

The Equality, Diversity and Inclusion Policy Statement and supporting organisational arrangements, will be reviewed regularly as part of the Trust's ongoing commitment to promoting and celebrating Equality, Diversity and Inclusion within and across the organisation. Senior Management will demonstrate their personal commitment and support of the Policy Statement by signing and displaying a copy of the Equality, Diversity and Inclusion Policy statement within their workplace.

Anneke Freel, Chief Officer
August 2023

4. Responsibilities

East Ayrshire Leisure Trust

As an organisation we will;

- Provide a fair, inclusive and supportive working environment where employees are safe, valued and have opportunities to thrive.
- Be fair, inclusive and supportive to all customers and visitors in our provision of, and participation in, leisure facilities events and programmes.

Managers

As managers we will;

- Promote a positive and inclusive working environment where all staff are treated with dignity, fairness and respect.
- Understand, communicate, implement and personally promote the principles of the Equality, Diversity and Inclusion Policy statement to all employees, customers, visitors and partners.

Employees

As employees we will;

- Understand, implement and personally promote the principles of the Equality, Diversity and Inclusion Policy statement to all colleagues, customers, visitors and partners.

5. Our Disciplinary and Grievance procedures

Details of the Trust Grievance, Disciplinary, Bullying and Harassment and Whistleblowing policies and procedures can be found at leisurenet.east-ayrshire.gov.uk. This includes how an employee should raise any issues of concern.