

Equality, Diversity and Inclusion Policy

Urban 360 was spun out of the University of Manchester and seeks to achieve the same high standards for EDI. We are committed to promoting EDI and provide an environment where all members of our organisation are treated with respect and dignity. We seek to employ a workforce that reflects the diverse community we serve. The Equality Act (2010) provides a legal framework to protect people from discrimination, harassment and victimisation in the workplace and wider society. We are committed to the principles of the Greater Manchester Good Employment Charter and signing Unison’s End Violence at Work Charter.

Aims

We are committed to providing equality of opportunity and ensuring our employees, as well as applicants to work with us, are treated fairly and not subjected to discrimination on the basis of:

- Age
- Disability
- Gender identity
- Marriage or civil partnership
- Pregnancy and maternity
- Race (colour, nationality, ethnicity, citizenship, or national origins)
- Religion or philosophical belief or a lack of belief
- Sex
- Sexual orientation
- Life stage

Actions

We do this by:

Encouraging diverse applicants in recruitment.

Assessing the impact of our policies, procedures and practices on EDI.

Involving staff in the development and delivery of our equality objectives.

Ensuring managers and staff are trained in EDI, unconscious bias and how to raise concerns.

Ensuring all staff and applicants are treated fairly and judged on merit.

Making adjustments so staff achieve potential.

Annual monitoring of in workforce diversity.

Ensuring subcontractors are aware of this policy.

Accountability

Our Equality, Diversity and Inclusion policy is updated and signed off annually by the board of directors.

Concerns and/or breaches are reported directly to our Chief Executive Officer, and are considered immediately by an exceptional meeting of the board.

This policy forms part of a suite of policies designed to ensure that we meet the highest standards.



James Evans

CEO

21st February 2023