

National Back Exchange

Equality and Diversity Policy



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Version:

1.2

Adopted:

Nov 2021

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1. PURPOSE

The purpose of this policy is to outline the commitment of National Back Exchange (NBE) to equality and diversity for all our members and employees

2. POLICY STATEMENT

NBE is dedicated to encouraging a supportive and inclusive culture amongst the whole membership and workforce. It is within our best interest to promote diversity and eliminate discrimination in the workplace. Our aim is to ensure that all members, employees, and job applicants are given equal opportunity and that our organisation is representative of all sections of society. Each member and employee will be respected and valued and able to give their best as a result. This policy reinforces our commitment to providing equality and fairness to all and not provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

NBE commitments:

- To create an environment in which individual differences and the contributions of all members and employees are recognised and valued
- To create a working environment that promotes dignity and respect for every employee
- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy
- To make training, development, and progression opportunities available to all staff
- To promote equality in the workplace, which NBE believes is good management practice and makes sound business sense.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures
- To encourage members and employees to treat everyone with dignity and respect
- To regularly review all our employment practices and procedures so that fairness is maintained at all times



3. RAISING A CONCERN

All members and employees are eligible to raise any concern under the remit of this policy and the process for doing this is outlined in the Whistleblowing policy.

Such acts will be dealt with as misconduct under the organisation’s grievance and/or disciplinary procedures, and any appropriate action will be taken.

4. AUDIT, MONITORING AND REVIEW

The National Board of Directors will be responsible for implementation of this policy.

This policy will be continually monitored and will be subject to an annual review to ensure that equality and diversity is continually promoted in the workplace and among our membership. An early review may be warranted if one or more of the following occurs:

- As a result of regulatory / statutory changes or developments
- As a result of NBE policy changes or developments

5. VERSION CONTROL INFORMATION & HISTORY

Date	Version no.	Status	Summary of changes	Consulting group / person	Changes made by
2020	1		New policy	NBE Executive	Vice Chair
Oct 2020	1.1	Active	Removal of NBE address	NBE Executive	Vice Chair
Nov 2021	1.2	Active	Reference to Executive Committee changed to Board of Directors	Board of Directors	Vice Chair

