



Equal Opportunities and Diversity Policy

This equal opportunities and diversity policy is designed to implement the commitment of the Centre for Sustainable Energy (CSE) (the Employer) to equal opportunities and diversity. It is the responsibility of every employee to ensure his or her own conduct conforms to the expected standards and reflects these policy statements.

The aim of the policy is to encourage harmony and respect amongst individuals so as to promote good working practices with a view to maximising the performance and the return to the Employer and the employees.

If equal opportunities are not applied then valuable talent and potential are wasted. Moreover, when unfair discrimination, harassment, bullying or victimisation takes place, they bring about a climate of fear, insecurity and poor work performance. As well as being unlawful it affects profitability and morale. It is therefore vital that every employee understands his or her responsibilities. Equal opportunities are taken very seriously by CSE and wilful failure to apply the policies or evidence of discrimination, harassment, bullying or victimisation will result in disciplinary action which may include dismissal.

This policy is reviewed annually and forms part of the staff handbook, which is available to staff on the shared server and forms part of staff inductions. Staff are alerted to any revisions by email and through staff meetings.

Equal opportunities and diversity

- CSE recognises and accepts its legal obligations under the Equality Act 2010. Under this Act, age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation are protected characteristics. Employees, other workers and applicants for employment who have one or more of these characteristics are protected from all forms of unlawful discrimination in the workplace, including: direct and indirect discrimination; discrimination by association; discrimination by perception; discrimination arising from disability; harassment; and victimisation.
- CSE seeks to employ a workforce that reflects the diverse community at large because we value the individual contribution of people irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.
- CSE will use its best endeavours to provide a working environment free from unlawful discrimination because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.
- CSE undertakes to review periodically its recruitment and selection criteria and procedures to maintain a system where individuals are selected, solely on the basis of their merits and abilities.
- CSE undertakes to review its employment practices, policies and procedures, including opportunities for training and promotion, pay and benefits, discipline, selection for redundancy and retirement, to ensure that it avoids all forms of unlawful discrimination in the workplace.
- All employees will be treated with dignity and respect. The Employer recognises that harassment, bullying and victimisation are forms of unlawful discrimination and has a separate policy statement on dignity at work, which deals with these issues (see below).
- CSE will make reasonable adjustments to its recruitment and selection arrangements and procedures to ensure that no applicant for employment is disadvantaged because of a disability. Whenever reasonable and practicable, the Employer will make adjustments to retain disabled workers in its

workforce. This may include making reasonable adjustments to working arrangements and practices, making changes to the physical environment and/or providing auxiliary aids and services.

- CSE will not tolerate acts which breach this policy and all instances of such behaviour or alleged behaviour will be taken seriously, fully investigated and may be subject to the disciplinary procedures of the Employer. The Employer further seeks to give all employees equal opportunity and encouragement to progress within the organisation by implementing a positive action plan.
- CSE will provide training in equal opportunities and undertakes to distribute and publicise this policy statement to all employees and elsewhere from time to time as appropriate.
- CSE will monitor and review the operation of this policy and will implement any changes required by law or to improve its effectiveness.
- Any employee who believes that they may have been subjected to treatment that breaches this policy may raise the matter through the grievance procedure of CSE.

Dignity at work

- CSE believes that the dignity of every person must be respected. Harassment and victimisation are forms of unlawful discrimination, which are unacceptable and will be regarded as gross misconduct. The highest standards of conduct are required of everyone regardless of seniority.
- Harassment is defined as unwanted conduct that has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. Unwanted conduct of this nature can constitute harassment of an individual even if it is directed at another person. Harassment can take a number of forms:
 - Harassment may be unwanted conduct related to a protected characteristic. However, a person does not have to possess a protected characteristic to be a victim of harassment. Individuals who are subjected to harassment because of their association with someone who has a protected characteristic can also be victims. It is also possible for someone to be subjected to harassment because colleagues wrongly believe they have a protected characteristic. Unwanted conduct can include any kind of action or inaction, behaviour, exclusion, written or spoken words, jokes, imagery, or physical contact that the victim finds objectionable or offensive. The test of harassment is, at least in part, subjective.
 - Sexual harassment is unwanted conduct of a sexual nature. This can include any unsolicited or unwelcome conduct of a sexual nature, such as: making sexual advances; touching; staring; making inappropriate comments; telling sexual jokes; displaying or sending pornographic photographs or other materials of a sexual nature.
 - Harassment can also be less favourable treatment of someone because they have rejected or submitted to unwanted conduct of a sexual nature or conduct related to sex or gender reassignment.
- Condoning any form of harassment may be harassment in itself.
- CSE regards the harassment of its employees by third parties, such as clients, customers and visitors as unacceptable behaviour, which will not be condoned. CSE will take such steps as are appropriate and reasonably practicable to protect employees from such behaviour. Employees are required to report any incidents of third party harassment immediately to their manager or supervisor.
- Victimisation occurs when someone is subjected to detrimental treatment because they have (or are thought to have) brought proceedings under the Equality Act, given evidence or information in support of proceedings or made allegations about any breach of the Act.
- Harassment and victimisation will be regarded as gross misconduct for disciplinary purposes. Accordingly, employees guilty of harassment or victimisation run a serious risk of summary dismissal.

Last reviewed January 2021

- Equally, an allegation of harassment must not be made lightly. If it is found that an individual has made an allegation of harassment without foundation and maliciously or has given false evidence or information in relation to an allegation, then this will also be regarded as gross misconduct for disciplinary purposes.
- All complaints of harassment or victimisation should be made to your manager through the grievance procedure unless the complaint is regarding this person when you should complain to that person's superior.

This policy statement also applies to the provision of services by CSE and the treatment of our volunteers, funders, clients and customers in our day-to-day work. The Employer therefore requires employees to understand and apply the principles and policies outlined here in their work and we provide training where necessary to enable them to do so.

For further information on the CSE's equal opportunity and diversity policy, contact the member of staff responsible for this policy:

Liz Heneghan, Human Resources Manager | liz.heneghan@cse.org.uk | 0117 934 1423

A handwritten signature in black ink that reads "Simon Roberts". The signature is written in a cursive, flowing style with a long horizontal stroke at the end.

Simon Roberts
Chief Executive