

## **The Fluid Group Equality Diversity and Inclusion (EDI) Policy**

### **Introduction**

The Fluid Group is strongly committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination.

### **Purpose:**

This policy's purpose is to:

1. Provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time.
2. Not unlawfully discriminate against protected characteristics of:
  - Age
  - Disability
  - Gender
  - Race (including colour, nationality, and ethnic or national origin)
  - Pregnancy or maternity
  - Religion or belief
  - Sexual orientation
3. Oppose and avoid all forms of unlawful discrimination. This includes:
  - Pay and benefits
  - Terms and conditions of employment
  - Dealing with grievances and discipline
  - Dismissal
  - Redundancy
  - Parental leave
  - Requests for flexible working
  - Selection for employment, promotion, training or development opportunities.

### **Our commitment:**

The Fluid Group commits to

1. Encourage equality, diversity and inclusion in the workplace.
2. Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, where individual difference and the contributions of all staff are recognised and valued.
3. Take seriously complaints of bullying, harassment, victimisation and discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of The Fluid Group's activities.
4. Make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential.
5. Review employment practices and procedures when necessary to ensure fairness, and update them and the policy to take account of changes in the law.

### **Ongoing training:**

To ensure a high level of understanding of EDI principles, all Fluid Group employees (including management) are required to attend an introductory seminar on EDI concerns, and the regular seminar series on EDI best practice, as provided by the management at The Magdalen Centre, Oxford.

Director, Dr Jim Wicks, February 2022.