

Moorsbus CIC, & Friends of Moorsbus

Equality and Diversity Policy

1. Purpose

To prevent, reduce and stop all forms of unlawful discrimination in line with the Equality Act 2010.

To ensure that recruitment, promotion, training, development, assessment, benefits, pay, terms and conditions of employment, redundancy and dismissals are determined on the basis of capability, qualifications, experience, skills and productivity.

2. Scope

Moorsbus CIC and Friends of Moorsbus seek to provide bus services, and associated activities, to people and communities, in our network area, in a fashion that complies with the spirit of this Policy.

Moorsbus CIC and Friends of Moorsbus seek to apply this Policy in the recruitment, selection, training, appraisal, development and promotion of volunteers and employees.

Moorsbus CIC and Friends of Moorsbus reserve the right to jointly amend and update this Policy at any time.

This Policy does not form a part of any employment contract with any employee and its contents are not to be regarded by any person as implied, collateral or express terms to any contract made with *Moorsbus CIC and/or Friends of Moorsbus*.

3. Policy

Moorsbus CIC and Friends of Moorsbus are committed to achieving a working and volunteering environment which provides equality of opportunity and freedom from unlawful discrimination on the grounds of race, sex, pregnancy and maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientation.

This Policy aims to remove unfair and discriminatory practices within these two organisations and to encourage full contribution from its diverse community.

Moorsbus CIC and Friends of Moorsbus are committed to actively opposing all forms of discrimination.

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Friends of Moorsbus & CIC, Equal Opportunities and Diversity Policy,

Moorsbus CIC and Friends of Moorsbus also aims to provide a service that does not discriminate against its passenger or others in the means by which they can access the services and goods supplied by *Moorsbus CIC and Friends of Moorsbus*

Moorsbus CIC and Friends of Moorsbus believe that all volunteers, employees, passengers and others are entitled to be treated with respect and dignity.

4. Responsibilities

Implementation of this policy will ultimately be the responsibility of the CIC Board of Directors and with the Friends of Moorsbus Committee . The policy will be reviewed jointly.

All employees, subcontractors and agents of *Moorsbus CIC and Friends of Moorsbus* are required to act in a way that does not subject any other employees, volunteers, passengers or others to direct or indirect discrimination, harassment or victimisation on the grounds of their race, sex, pregnancy or maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientation.

The co-operation of all employees and volunteers is essential for the success of this Policy. Line Managers are required to follow this Policy and to ensure that all employees, subcontractors and agents do the same.

Employees may be held independently and individually liable for their discriminatory acts by *Moorsbus CIC and Friends of Moorsbus* and may in certain instances be ordered by an Employment Tribunal to pay compensation to the person who has suffered as a result of discriminatory acts.

Moorsbus CIC and Friends of Moorsbus takes responsibility for achieving the objectives of this Policy, and endeavours to ensure compliance with relevant Legislation and Codes of Practice

5. Managing Discriminatory Behaviour

In the event that an employee or volunteer is the subject or perpetrator of, or witness to, discriminatory behaviour, the disciplinary or grievance procedure will apply.

6. Policy Review

This policy will be reviewed on a three-year cycle unless a notifiable incident occurs and / or legislation effecting the content of this policy changes.

Adopted by Moorsbus CIC Directors and Friends of Moorsbus Committee Members on Tuesday 6th February 2024.

Due for review by 20th June 2029