

Equality, Diversity and Inclusion Policy

In our blueprint Chess commits to create a culture which is fair, treats others as they would wish to be treated, showing respect for differences in race, ethnic origin, religion, faith, marital status, disability, age, sex, sexual orientation, gender identity, social and educational background, where all forms of diversity are valued.

Chess is committed to encouraging equality, diversity and inclusion among our people, and eliminating unlawful discrimination.

The aim is for us to provide opportunity for all sections of society and our customers, and for each of our people to feel respected and able to give their best.

Chess - in providing goods and/or services and/or facilities - is also committed against unlawful discrimination of customers or the public.

The policy's purpose is to:

- provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation
- oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities

Chess commits to:

- Encourage equality, diversity and inclusion in the workplace as they are good practice and make business sense
- Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

This commitment includes training leaders and all of our People about their rights and responsibilities under the Equality, Diversity and Inclusion Policy. Responsibilities include our People conducting themselves to help Chess provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

All of our People should understand they, as well as Chess, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their

employment, against fellow employees, customers, suppliers and the public

- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.

Such acts will be dealt with as misconduct under Chess's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

- Make opportunities for training, development and progress available to all of our people who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
- Decisions concerning our people being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
- Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
- Monitor the make-up of our people regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the Equality, Diversity and Inclusion Policy.

Monitoring will also include assessing how the Equality, Diversity and Inclusion Policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

The Equality, Diversity and Inclusion Policy is fully supported by Senior Management, Leaders and Cultural Ambassadors at Chess.

Details of the Chess's grievance and disciplinary policies and procedures can be found in the Employee Handbook in the information section on Engage. This includes with whom an employee should raise a grievance – usually their line manager.

Use of Chess's grievance and/or disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.