

Equality, diversity and inclusion policy

Introduction

Just Algorithms Action Group (JAAG) is committed to encouraging equality, diversity and inclusion among our membership, our Board and our workforce, and eliminating unlawful discrimination.

Executive Group will have equality, diversity and inclusion as an agenda item at every meeting

The aim is for our membership to be as representative as possible of the different jurisdictions in which we work, and for each volunteer all employees to feel respected and be able to give their best.

Specifically, we aim to:

- employ best practice
- be true to our values around equality, diversity and inclusion, which are part of the ethical values for which we campaign
- we will try to take account of this in our external communications e.g. by consideration of and review of accessibility of the website to the public, consideration of accessibility in holding meetings, etc.

In providing goods and services, JAAG is also committed against unlawful discrimination of customers or the public.

Purpose

This policy's purpose is to:

- 1 Provide equality, fairness and respect for all in our employment, whether voluntary, temporary, part-time or full-time
- 2 Not unlawfully discriminate on protected characteristics as defined by UK Equality Act 2010:
 - age
 - disability
 - gender reassignment
 - marriage or civil partnership
 - pregnancy and maternity
 - race (including colour, nationality, and ethnic or national origin)
 - religion or belief
 - sex
 - sexual orientation

- 3 In our business affairs, to 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
 - selection for employment, promotion, training or other developmental opportunities.

Our commitments

- 4 Encourage equality, diversity and inclusion in our workplaces and workspaces, as they are good practice and make business sense.
- 5 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 and volunteers are recognised and valued.

The Executive Group will arrange training for volunteers, managers and all other employees about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include people conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

All people should understand that they, as well as their employer, 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.

- 6 Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by volunteers, 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, 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 UK Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

- 7 Make opportunities for training, development and progress available to all volunteers and employees, who will be helped and encouraged to develop their potential, so their talents and resources can be utilised to optimise the efficiency of the organisation.
- 8 Make decisions concerning volunteers and employees being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
- 9 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.
- 10 Monitor the make-up of the workforce 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.

- 11 To review, update as necessary and approve a version of this policy annually.