

UNCOMMON EQUALITY POLICY

This policy affirms Uncommon's commitment to fostering an inclusive and respectful environment for all facilitators, participants, and the wider community. It sets forth Uncommon's dedication to equality, diversity, and non-discrimination, ensuring everyone has fair and equal opportunities, in compliance with the Equality Act 2010.

Aim

The aim is for Uncommon to be truly representative of the diversity of society and our customers, and for each facilitator and participant to feel respected and welcomed. The organization – in providing goods and/or services and/or facilities – is also committed against unlawful discrimination of customers or the public.

Purpose

1. Provide equality, fairness and respect for all
2. 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
 - sexual orientation
3. 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
 - selection for employment, promotion, training or other development opportunities

Our Commitment:

At Uncommon, we will continuously strive to ensure that everyone is treated with respect and dignity. Each person will be given fair and equal opportunities to develop their full potential regardless of their gender, transgender, ethnicity, culture and religious background, sexuality, disability or special educational needs and ability.

Uncommon

The company will work actively to promote equality and foster positive attitudes and commitment to an education for equality. Uncommon is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination.