



Global Compact
Network UK

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Diversity, Equity, & Inclusion Policy

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The UN Global Compact Network UK

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Global Compact Network UK's Diversity, Equity, & Inclusion Policy

Introduction

The Global Compact Network UK (henceforth 'GCN UK', 'company', or 'we') is committed to promoting and respecting diversity, equity, and inclusion among our workforce and external stakeholders. We believe that having a diverse workforce and fostering an inclusive culture where everyone feels valued and able to fully express themselves is a key element of a successful business.

This is in line with Principle 6 of the UN Global Compact as well as the UK [Equality Act 2010](#). We are committed to treating everyone fairly and are unreservedly opposed to any form of discrimination on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation (also 'Protected Characteristics').

This policy sets out the responsibilities of GCN UK and its Employees (as defined in section 1 of this policy) to ensure these commitments are honoured.

1. Scope

This policy applies to all individuals working for/with GCN UK. This includes employees, interns, consultants, contractors, Trustees, and Advisory Group members (henceforth 'Employees').

The policy applies to all stages of employment including recruitment, promotion, and training.

2. Definitions

- **Equity:** treating people in ways that make sure they are not unfairly prevented from accessing resources and opportunities nor that others have an unfair advantage. Simply providing the same opportunities to everyone is not an effective way to create equality of outcomes. Equity is about giving people what they need for fair access; it's about removing inequalities to make sure everyone has the chance to realise their ambitions.
- **Diversity:** having differences within an organisation or setting. Diversity recognises that different identities, backgrounds, and experiences should all have equitable access to resources and decision-making.
- **Inclusion:** being proactive to make sure people of different backgrounds, experiences, and identities feel welcomed, respected, valued, and fully able to participate. It is not only about creating a diverse environment but also about ensuring a culture exists where individuals can be their full selves.
- **Bullying:** unwanted behaviour from a person or group that is either offensive, intimidating, malicious, or insulting; an abuse or misuse of power that undermines, humiliates, or causes physical or emotional harm to someone.
- **Harassment:** unwanted conduct related to a protected characteristic which has the purpose or effect of violating someone's dignity, or which creates a hostile, degrading, humiliating, or offensive environment for someone with a protected characteristic.
- **Victimisation:** treating someone unfavourably because they have taken (or might be taking) action under the Equality Act 2010 or supporting somebody who is.
- **Discrimination:** when someone's treated unfairly because of a protected characteristic.

More detailed definitions are available on [Acas website](#).

3. Policy Statement

The Global Compact Network UK commits to:

- Treat all Employees and potential Employees fairly and with respect at all stages of their employment.
- Ensure a work environment that is free of harassment, bullying, victimisation, or any other form of unwanted behaviour. This includes such behaviour coming from other Employees or third parties, such as members, event attendees, or other partners.
- Ensure that all Employees have an equal chance to contribute and achieve their potential, irrespective of any defining feature that may give rise to unfair discrimination.
- Not discriminate against Employees because they associate with another person who possesses a Protected Characteristic or because others perceive that they have a particular Protected Characteristic, even if they do not.

4. Responsibilities

Employees are expected to:

- Read, understand, and comply with this policy, and with any related training or information;
- Report any case or suspected case of breaches of this policy. The process to do so is described in section 7 of this policy.

Senior Management staff is expected to:

- Raise awareness of this policy and monitor that it is being followed.

5. Policy implementation

The following actions will be taken to ensure this policy is effectively implemented.

5.1 Recruitment and progression

- Diversify as much as possible our job advertising platforms to widen our candidate pool.
- Use inclusive language in job descriptions.
- Apply blind recruitment to remove unconscious bias from the hiring process.
- Use structured interviews and diverse interview panels.
- Making decisions about recruitment and promotion based on merit (except for any necessary and limited exemptions and exceptions allowed under the Equality Act);
- Assess every individual according to his or her personal capability to carry out a given job/role;
- Ensure that all relevant requirements of the Equality Act 2010 in relation to disability are met and adhered to. This will include making reasonable adjustments to enable access.
- Give equal treatment to all employees with regards to terms and conditions of employment, provided they do the same or broadly similar work, or work of equal value.
- Be a Living Wage Employer.
- Support different ways of working, including home working, flexible hours, part-time, and compressed hours.

5.2 Working with partners

Before entering into a formal agreement with another organisation or individual, we will consider their commitment to Diversity, Equity, and Inclusion.

5.3 Provision of services

We will make our services accessible and inclusive by:

- Considering formats for marketing and comms material (e.g., use accessibility checking tools);
- Using appropriate use of language/formats/fonts/size.
- Considering whether information should be available in alternative formats (e.g., easy read / other languages/alternative text/using captions);
- Always encourage the users of our services (e.g., event attendees) to get in touch for particular accessibility needs.
- Considering accessibility of locations from which our services are provided (e.g., event venues/webinar platforms);
- Considering the diverse makeup of our Governance bodies and Employees.
- Considering the diverse makeup of our event speakers (e.g., avoid all-male panels);
- Promoting diversity, equity, and inclusion through our programme of activity.

6. Communication

GCN UK will ensure this policy is communicated to all job applicants and Employees by:

- Making a copy of this policy available to all job applicants.
- Integrating this policy in the induction process for all new Employees.
- Encouraging use of team meetings to discuss the policy and defining areas where practice could be improved.
- Encouraging all Employees to discuss the policy with line managers/colleagues.
- Incorporating specific responsibilities into job descriptions.

7. Raising issues

- Employees who feel that they have suffered any form of discrimination, bullying, harassment, victimisation, or any other form of unwanted behaviour – from other Employees or service users – should raise the issue with their line manager (or where the line manager is implicated, the Operations Manager, and ultimately the Executive Director).
- Employees have the right to raise these issues through the organisation's grievance procedure.
- Service users who feel that they have suffered any form of discrimination should raise the issue with the Operations Manager (or where he/she is implicated, with the Executive Director, or follow the [Complaints procedure](#)).
- Employees that witness acts of discrimination, bullying, harassment, victimisation, or any other form of unwanted behaviour should also use this procedure.
- Employees will not be victimised or retaliated against for raising issues of discrimination, bullying, harassment, victimisation, or any other form of unwanted behaviour.
- All complaints will be treated seriously, promptly, and confidentiality.
- Should Employees believe that internal procedures have failed to produce a reasonable response or that they cannot raise concerns internally, alternative options are available [here](#).

8. Breaches of this policy

- Breaches of this policy by employees may be dealt with by invoking disciplinary procedures.
- Employees 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, service users, suppliers, and the public.
- Any act in breach of this policy by service users could jeopardise their ongoing engagement with the organisation.

9. Monitoring and reviewing

- The Operations Manager is responsible for monitoring the effectiveness of this policy, including by periodically conducting a risk assessment.
- Employees are encouraged to offer their feedback on this policy if they have any suggestions for how it may be improved. Feedback of this nature should be addressed to the Operations Manager.
- This policy will be reviewed every two years by the UN Global Compact Network UK Board of Trustees to ensure that it remains up to date and reflects the needs and practices of the organisation.
- The policy may also be reviewed if legislation changes or if monitoring information suggests that policy or practices should be altered.