



WCA Cockermouth Limited

Policy on Equality, Diversity and Inclusion

10th January 2024

WCA Cockermouth Limited (“WCA”) is committed to encouraging equality, diversity and inclusion and eliminating unlawful discrimination. The aim is for Wordsworth Court to be representative of all sections of society, and for our residents and employees to feel respected. WCA is opposed to unlawful discrimination of any nature.

Our policy’s purpose

This policy’s purpose is to:

1. Provide equality, fairness and respect for all in our building, including our residents, visitors, employees and our contractors whether temporary, part-time or full-time.
2. Not unlawfully discriminate due to age, disability, gender reassignment, marriage & civil partnership, pregnancy and maternity, race (including colour, nationality and ethnic or national origin), religion or belief, sex and sexual orientation.
3. Oppose and avoid all forms of unlawful employment discrimination, including in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, parental leave, requests for flexible working and selection for employment, promotion, training or other developmental opportunities.

Our commitments

WCA commits to:

1. Encourage equality, diversity and inclusion in Wordsworth Court as they are good practices and make for a better social environment.
2. Create an environment free of bullying, harassment, victimisation and unlawful discrimination and promoting dignity and respect for all where individual differences and the contributions of all residents and staff are recognised and valued.

3. Make opportunities for training, development and progress available to staff if, in the opinion of the WCA Board of Directors, it will aid them in their work for Wordsworth Court and maximise the efficiency of WCA.

4. Base decisions concerning staff on merit.

5. Review employment practices and procedures when necessary to ensure fairness and update them and this Policy to take account of changes in the law.

6. Monitor and assess how this Policy, and any supporting action plan, are working in practice and taking action to address any issues.

Our disciplinary and grievance procedures

WCA also has a Policy on Resolving Complaints, Grievances and Disputes. Use of the procedures under that Policy does not affect an employee's right to make a claim to an employment tribunal within three months of an alleged discrimination.