

Equality, Diversity, and Inclusion Policy

Purpose

As a mutual organisation, our culture and ethos is to ensure that we treat all our people, members, and third-party relationships with dignity and respect. We are fully committed to promoting a positive and inclusive culture in the way we work with each other as well as with our members and third parties.

We aim to continue to develop and strengthen a work environment that promotes the acceptance of a range of perspectives, ideas and talents. We believe that everyone benefits when we embrace and value diversity of thought, ideas and ways of working as well as helping us to more effectively understand and meet the needs of our diverse member base.

Our aim is to ensure that our organisation is representative of all members of society.

Our commitment

- To ensure that our values and behaviours are inclusive and accepting and that everyone is respected as an individual.
- To promote equality, fairness and acceptance of all our people, members and third parties, regardless of their background.
- To employ, pay, train and promote our people on the basis of their experience, abilities and qualifications.
- To provide all our people with the necessary training to understand their obligations with regard to creating an inclusive and respectful environment as well as improving their understanding of the potential for unconscious bias.
- To not tolerate any form of unacceptable behaviour, harassment, discrimination, bullying (including cyber bullying) or victimisation in any area of employment or in the provision of our services to our members or in how we manage our third party relationships.
- To regularly review our employment processes and procedures to ensure that fairness is maintained at all times.

The responsibility of our people

We expect all our people to work with us to ensure that together we successfully create an inclusive environment and one of mutual respect for all. We will try to ensure that our way of working gives everyone a fair opportunity so that we can work together collaboratively and embrace diversity of thought.

We require all our people to treat their colleagues, members and third parties with dignity and respect. Equally we expect all members and third parties to treat all our people with dignity and respect.

Recruitment and selection

We aim to recruit people with a diversity of skills, experience and background to ensure that we maximise all available talent. Recruitment decisions will be made based on an individual's experience, abilities and qualifications relevant to the role in question.

All our people involved in the recruitment process will receive the appropriate training to ensure that they understand their legal obligations, avoid unconscious bias and make objective recruitment decisions.

We have the appropriate processes and procedures in place to ensure that the selection of new people is based on the job requirements and the individual's suitability and ability to do, or to train for, the job in question.

We will work closely with third party suppliers to identify the best options for advertising vacancies including the use of ethnically diverse job sites. All third-party suppliers will be asked to provide data related to their candidate pool to evidence their efforts to put forward a diverse selection of candidates.

Career development

We want all our people to have every opportunity to develop their skills and abilities in a supportive environment which values and appreciates diversity of thought and approach.

Decisions in the areas of training and promotion will be made on the basis of the requirements of the job and the skills, qualifications and experience of individual people.

Monitoring and review

This policy will be monitored and reviewed on an annual basis to ensure that equality, diversity and inclusion is continually promoted in the workplace.



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