

Demonstrate the traits which will help GC become a more inclusive and diverse workplace...

Tips for creating a workplace which is fair and equitable

Creating a fine balance

Embracing **equity** requires us to recognise and accommodate diverse needs and circumstances, ensuring that everyone has a genuine opportunity to thrive by eliminating any potential barriers.

Under the 'Equality Act 2010', there are **9 protected characteristics** which are; **age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.**

In our workplace, we must proactively consider these, and the many different approaches and behavioural skills which we can learn and develop, to make sure as an organisation we safeguard our colleagues from any form of discrimination or harassment.

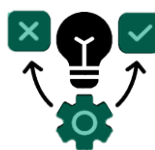
When colleagues feel they are treated fairly and equitably by their employer, they are more likely to enjoy their job, and ultimately produce better work. But when this isn't in place, engagement can be impacted, and we can see people leave the organisation, or see an increase in sickness and a decline in performance.



Role model inclusive behaviours - lead by example and set the tone for how colleagues should act, always being open and transparent.



Be open to others' perspectives - listen to and acknowledge different points of view, demonstrating compassion and empathy.



Don't make assumptions - be sure to have a robust understanding of all situations, actively listening and asking questions to gain clarity before making comment.



Be curious - explore others' motivations, interests, cultures and beliefs, taking an active interest in celebrations and theme days.



Embrace our diversity - celebrate each others' differences and understand what makes your colleagues unique.



Explore further - if things don't look/feel right or fair, don't let them go unchecked. Invest the time to ask the right questions to understand if someone needs help or support, or if their welfare is at risk.



Balance your priorities - plan to be flexible and agile, to be able to respond to colleagues and pivot your attention and support, regardless of who's asking and when.



Make Reasonable adjustments - which are anchored around specific individual needs, and in line with our organisation's policies and approaches.

Start to take action

The key to making sure that you promote a fair and equitable workplace is **innovative and diverse thinking** - and always consider the benefits and impacts of your decisions across your team as a whole.

- Upskill on our policies and procedures around Fair Processes & Practices - with our **Manager Essentials** training: (**disciplinary, grievance** and **Recruitment & Selection**)
- Check out our **EDI Calendar**, which details how we're recognising and celebrating cultural events, and theme days/weeks anchored around inclusivity and representation.
- Register for our **Disability Inclusion Training** workshop.
- Promote wellbeing and support your team member's individual needs with our **Wellness Action Plan**.



"I don't seem to get invited to any of our team social activities anymore. I know that I'm in my 60s and have a disability, but that doesn't mean that I don't want to meet up after work and get to know everyone a bit better."

Belonging at GC:
a safe and inclusive place to thrive