



## Equality, Diversity and Inclusion Policy

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## Document Control

Official

Responsible Officer: Chief Executive Officer

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### Version history

Version	Issue date	Author/editor	Responsible Officer Approval Date	Summary of changes
1.0	January 2021	Emily Weir, HR Business Partner		First issue.

### Related documents

Document	File Location

## **Equality, Diversity and Inclusion Policy**

### **1. Overview**

- 1.1. Policy statement
- 1.2. Purpose
- 1.3. BlueLight Commercial's Commitment

## 1.1 Policy Statement

BlueLight Commercial is committed to encouraging equality, diversity and inclusion amongst the workforce and eliminating unlawful discrimination. BlueLight Commercial aims to be a representative employer and believe that the most innovative ideas come from diverse teams. Innovation and collaboration will help to transform commercial and procurement functions across police forces in England and Wales. BlueLight Commercial is also committed against unlawful discrimination when procuring good and services from suppliers.

## 1.2 Purpose

The purpose of this policy is to make clear BlueLight Commercial's pledge to:

- Provide equality, fairness and respect for all who work for the organisation, whether employed, seconded or contracted
- 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 and sexual orientation
- 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, leave for parents, requests for flexible working, and selection for employment, promotion, training and other development opportunities

## 1.3 BlueLight Commercial's Commitment

BlueLight Commercial Commits to:

- Encouraging equality, diversity and inclusion in the workplace
- Creating a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and contributions are recognised and valued.
  - This commitment includes training all of those who work for BlueLight Commercial about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and preventing bullying, harassment, victimisation and unlawful discrimination.
- All staff should understand 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, customers, suppliers and the public.

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- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, the public and others in the course of BlueLight Commercial's work activities
    - Such acts will be dealt with in line with the Bullying and Harassment policy and the grievance procedure, appropriate action will be taken
  - Make opportunities for training, development and progression available to all staff, who will be supported and encouraged to develop their full potential, so that their talents and resources can be fully utilised to maximise the efficiency of BlueLight Commercial.
  - Decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act)
  - Review employment practices and procedures when necessary to ensure fairness, and also update them and the policies to take account of changes in the law
  - Monitor the make-up of the workforce regarding data such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in this policy
    - Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan/s, are working in practice, reviewing them and considering taking action to address any issues.



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