


CIGRE UK Equality Policy

Document history and status

Revision	Date	Description	By	Reviewed	Approved
0	31/03/2021	First Issue	Martin Ansell	John Finn	 <small>Digital signed by John Finn. DN: cn=John Finn, o=CIGRE UK, ou=CIGRE UK, email=j.finn@cigre-uk.org</small>
1	01/12/2021	Incorporation of comments from Simon Ryder and review by Johanna Doyle, Diversity & Inclusion Champion	Johanna Doyle	John Finn	

CIGRE UK Equality Policy

Introduction

The General equality duty requires CIGRE UK, in the exercise of their functions, to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Equality Act (2010).
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
- Foster good relations between people who share a relevant protected characteristic and those who do not share it.

The Equality Act (2010) highlights that having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people.
- Encouraging people with certain protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

Equality statement

CIGRE UK is fully committed to the respect and fair treatment of everyone, tackling prejudice and actively promoting equality and delivering fairness to all.

CIGRE UK promotes understanding and fair opportunities for all regardless of their:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil partnership
- Pregnancy and Maternity (including Paternity and Adoption)
- Race (colour, ethnic or national background)
- Religion or Belief (including non-belief)
- Sex/Gender
- Sexual Orientation
- Socio-economic background/grouping
- Union activity
- Unrelated spent criminal convictions

Commitment and Responsibilities

CIGRE UK aims to ensure that equality is embedded into all of its functions, initiatives and activities. In doing this all individuals are responsible for their own behaviour and must accept these principles. CIGRE UK aims to provide an environment where differences are valued and equality of our members and non-members alike by meeting the changing needs of global diverse communities

Furthermore, CIGRE UK aims to create an environment free from bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of individuals are recognised and valued.

Complaints of Discrimination or Harassment

Should a member or non-member participating in any CIGRE UK activity feel that they have been discriminated against the complaint should be raised by contacting the secretary of CIGRE UK by email: secretary@cigre.org.uk

Review

Policy reviews are to be undertaken annually as part of an annual executive meeting.

