**Statement: Equality, Diversity and Inclusion**

SSERC is committed to ensuring its workplace is fair and equal. We promise

* that individuals who contact SSERC are treated with respect,
* that opportunities are available on a non-discriminatory basis,
* to provide a supportive and welcoming environment for staff and visitors.

To further its obligations to equality, diversity and inclusion, SSERC adopts the following principles and commitments:

* Fair and open procedures will be operated for recruitment, selection, deployment, training and promotion of all grades of staff.
* Fair and open procedures will be operated regarding selecting delegates to use/participate in SSERC's products/services.
* Equal opportunities training and guidance will be provided, particularly for staff involved in recruitment, selection, deployment and training of other staff and users of SSERC products and services.
* Monitoring of these procedures will be carried out regularly and monitoring SSERC's workforce via appropriate equalities monitoring form.
* Recruitment and selection procedures will be periodically reviewed and examined to ensure that they are not discriminatory in their intention or operation.
* Effective complaints procedures will be used to resolve complaints of discrimination.
* Breaches of this policy will be dealt with through existing agreed SSERC procedures.
* Victimisation of anyone who has complained of being discriminated against will be regarded as misconduct.
* Positive action initiatives will be introduced where appropriate.
* The language used in SSERC's correspondence and literature will reflect the letter and spirit of this statement.
* No individual will be unjustly discriminated against. This includes, but is not limited to, discrimination because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

This policy statement is supported by a full policy with associated processes.

SSERC November 2021