



The Research & Evaluation Centre Gender, Diversity & Inclusion Policy (GDIP)

The Research & Evaluation Centre
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Company Limited by Shares Incorporated in England and Wales

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1.Purpose

The Rec believes that embracing diversity and fostering an inclusive culture is essential to our success. By working together, we can create a workplace where everyone feels valued, respected, and empowered to contribute their best.

The purpose of this Gender, Diversity, and Inclusion (GDI) Policy is to promote a diverse and inclusive workplace at [Company Name] that values and respects the unique contributions of every individual. This policy outlines our commitment to ensuring equality, preventing discrimination, and fostering an environment where everyone has the opportunity to succeed.

2.Scope

This policy applies to all employees, contractors, and stakeholders associated with The Rec. It encompasses all aspects of employment, including recruitment, training, promotion, and workplace conduct.

3. Policy Statement

The Rec is committed to creating an inclusive culture that embraces diversity in all its forms, including but not limited to:

- Gender
- Race and ethnicity
- Age
- Disability
- Sexual orientation
- Religion and belief
- Socioeconomic background
- Neurodiversity
- Any other characteristic protected under UK law

We believe that a diverse workforce drives innovation and enhances our ability to serve our clients and communities effectively.

4. Legal Framework

This policy is guided by the principles of the Equality Act 2010 and other relevant legislation that prohibits discrimination and promotes equality in the workplace.

5. Objectives

- To create a workplace culture that is inclusive and respectful of all individuals.
- To increase representation of underrepresented groups in all levels of the organization.
- To provide training and resources that promote awareness and understanding of diversity and inclusion.
- To ensure that recruitment, retention, and promotion practices are free from bias and discrimination.
- To foster open communication and encourage feedback on diversity and inclusion initiatives.

6. Responsibilities

- Leadership Team: Ensure the implementation of this policy, allocate resources, and promote a culture of diversity and inclusion.
- Human Resources: Develop and implement recruitment strategies that target diverse candidates, provide training programs, and monitor diversity metrics.
- Managers and Supervisors: Promote an inclusive environment within their teams, address any instances of discrimination or bias, and support employees in their development.
- Employees: Embrace diversity and inclusion, participate in training, and contribute to a respectful workplace culture.

7. Recruitment and Selection

The Rec will:

- Actively seek to attract a diverse pool of candidates through targeted outreach and partnerships with organizations that support underrepresented groups.
- Ensure job descriptions and advertisements are inclusive and free from bias.
- Implement structured interviews and assessment processes to minimize unconscious bias.

8. Training and Development

All employees will receive training on diversity and inclusion topics, including:

- Unconscious bias
- Cultural competency
- Inclusive leadership
- Understanding and supporting neurodiversity

9. Reporting and Accountability

Employees are encouraged to report any incidents of discrimination, harassment, or bias.

The Rec will:

- Provide multiple channels for reporting, including anonymous options.
- Investigate all reports promptly and confidentially.
- Take appropriate action to address any confirmed incidents.

10. Monitoring and Evaluation

The Rec will regularly review and assess the effectiveness of this policy and related initiatives through:

- Employee surveys
- Diversity metrics and reports
- Feedback from training sessions and workshops

11. Policy Review

This policy will be reviewed annually to ensure its effectiveness and relevance. Any updates or changes will be communicated to all employees.

Organisational Policies. Version	Summary of Change	Approved by	Approval Date	Revision Date
1	New Policy	Equality & Diversity	01 Oct 2024	01 Oct 2025