



Equality, Diversity and Inclusion Policy

Purpose

The Parliamentary Works Sponsor Body and Restoration and Renewal Delivery Authority (hereafter called the Sponsor Body and Delivery Authority) recognises that their success lies in the ability to embed equality throughout its policies, processes and systems including recruitment, learning and development, performance management and retention, enabling us to build a diverse workforce and supply chain.

We will ensure everyone is recognised for, and can use, their talent and skills to perform to the best of their ability, in an environment that celebrates our differences. We are committed to equality, diversity and inclusion throughout the planning, design and construction phases of the Restoration and Renewal Programme.

Scope

The Equality Act 2010 provides protection for those with protected characteristics; age, disability¹, gender reassignment², marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. Additionally, the Sponsor Body and Delivery Authority will give due regard, to ensure protection for everyone, to matters of social mobility and caring duties.

Principles

The Sponsor Body and Delivery Authority will fulfil their Public Sector Equality Duty under the Equality Act 2010 by working together to develop, and deliver, an Equality, Diversity and Inclusion Strategy.

We will fulfil our equality duty by:

- Creating equality of opportunity and enabling a work environment free from discrimination for everyone, with or without a protected characteristic.
- Providing a workplace environment that is free from harassment, victimisation and bullying.
- Ensuring Sponsor Body and Delivery Authority employees, agency/interim workers, contractors, Board members and everyone working on the Restoration and Renewal Programme can work with respect and dignity.
- Proactively working with all stakeholders to recognise, respect and value differences.
- Ensuring, through the Delivery Authority, that our supply chain positively embrace the strategic theme of Accessibility and Inclusion and embed our values.
- Assessing the impact of project design, policies and practices to identify, remove or mitigate any barriers for underrepresented groups and maximise opportunities for all using our equality analysis tools.
- Measuring our progress while achieving best practice.
- Tracking our progress against best practice using qualitative and quantitative measures, and
- Ensuring our delivery partners and suppliers comply with our Equality, Diversity and Inclusion Strategy and provide a statement confirming compliance with the Equality Act 2010.

¹ Under the Equality Act 2010 a person has a disability if a) they have a physical or mental impairment and b) the impairment has substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.

² A person has the protected characteristic of gender reassignment if they propose to undergo, are undergoing, or have undergone a process (or part of a process) for the purpose of reassigning their sex. Where gender reassignment is referred to in this policy, this relates to gender identity and expression, and includes individuals using contemporary language to describe their gender identity, for example trans or non-binary.



HOUSES OF PARLIAMENT

RESTORATION & RENEWAL

Implementation

Everyone working on the Programme including Sponsor Body and Delivery Authority employees, contractors, suppliers and agency/interim staff must adhere to the principles set out in this policy and support the principles of equality, diversity and inclusion at all times.

All Sponsor Body and Delivery Authority employees must adhere to the principles embodied in the Code of Conduct policy including the Parliamentary Behaviour Code and the Anti-Bullying and Harassment policy.

Everyone on the Programme is required to complete training, and as part of the induction, to confirm their awareness and understanding of the principles of equality, diversity and inclusion. Monitoring compliance by the supply chain will be achieved through contracts and agreements made by the Delivery Authority.

Anyone who experiences an act of discrimination, harassment or bullying has the right to make a complaint free from victimisation or fear of retaliation and should report this in line with the Sponsor Body and Delivery Authority Grievance and Whistleblowing policies, or through the Parliamentary Independent Complaints and Grievance Scheme.

Review

This policy will be reviewed annually, over the life of the Restoration and Renewal Programme, or sooner if there is a specific legislative, regulatory or service requirement or a change in practice.

The Sponsor Body and Delivery Authority Human Resources teams, working with the Equality, Diversity and Inclusion team of the Delivery Authority, maintains an annual EDI Action Plan, identifying activities to support the achievement and improvement of this Policy.

Sarah Johnson
CEO, Sponsor Body
August 2020

David Goldstone
CEO, Delivery Authority
August 2020