

Chess Wise Limited – Equality Policy

Version: 1.0

Effective Date: June 2025

Reviewed By: Graham Foster, Operations

Next Review Date: January 2026

Equality and Diversity Policy

1. Policy Statement

Chess Wise Limited is committed to promoting equality, diversity, and inclusion in all areas of our business. We value a workplace where individual differences are respected, and everyone is treated fairly, with dignity and respect.

This policy outlines our commitment to prevent discrimination, harassment, and victimisation on the basis of protected characteristics as defined under the **Equality Act 2010**.

2. Scope

This policy applies to:

- All employees (full-time, part-time, temporary)
- Job applicants
- Contractors and agency staff
- Clients, customers, and third parties connected to the business

3. Our Commitments

Chess Wise Limited is committed to:

- Providing equal opportunities in employment and progression
- Creating an inclusive environment that celebrates diversity
- Preventing and addressing discrimination, bullying, and harassment
- Making reasonable adjustments to remove barriers for disabled employees and candidates
- Ensuring policies and practices are inclusive and reviewed regularly

4. Protected Characteristics

As per the **Equality Act 2010**, the following characteristics are protected by law:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

Discrimination on the basis of any of these characteristics is unlawful and will not be tolerated.

5. Responsibilities

Management and Leadership:

Managers are responsible for promoting this policy and ensuring their teams understand and apply it.

Employees:

Every employee has a responsibility to treat others with respect and uphold the principles of this policy.

6. Recruitment and Selection

Our recruitment process is designed to be fair and transparent. Decisions are based on skills, qualifications, and experience, not on personal characteristics unrelated to the job.

7. Training and Awareness

We provide ongoing equality and diversity training for all staff to raise awareness and promote inclusive behaviours.

8. Complaints and Grievances

Any employee who believes they have been subject to discrimination, harassment, or victimisation should raise the issue with their line manager or company Director. Complaints will be taken seriously, handled sensitively, and investigated promptly.

Victimisation of those who raise complaints in good faith will not be tolerated.

9. Monitoring and Review

Chess Wise Limited will monitor this policy's effectiveness through feedback, staff surveys, and incident reporting. This policy will be reviewed annually or as required by changes in legislation.

Signed:

Graham Foster
Operations
June 2025

Approved by:

Jasper Hijink

Director

June 2025