

# GameMates UK Equality Diversity and Inclusion Policy

Approved by: Thomas Williams

Reviewed: March 2025

Next Review: March 2026

At GameMates UK we are committed to creating an environment where every person is treated with respect and dignity. We aim to ensure that everyone has the same fair opportunities to develop their full potential, regardless of gender, gender identity, ethnic or cultural background, religion or belief, sexuality, disability, special educational needs, age or ability. We work actively to promote equality and to foster a culture that values diversity and inclusion.

Our goal is to be representative of all sections of society, so that every mentor, mentee, member of staff and service user feels respected and able to give their best. In delivering our services we are committed to preventing unlawful discrimination against any individual or group.

This policy serves to confirm our commitment to fairness, equality and respect for all. We comply fully with the principles set out in the Equality Act 2010, which protects individuals from discrimination on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. We are opposed to all forms of unlawful discrimination in every aspect of our work, from recruitment and pay to training, development, dismissal and redundancy.

We are committed to encouraging diversity and inclusion across our workforce, our mentors, our mentees and the wider community we work with. We aim to provide an environment that is free from bullying, harassment, victimisation and discrimination. We value individual differences and the contributions that everyone makes. All staff and mentors are expected to understand their responsibilities under this policy and to act in ways that support equality and prevent inappropriate behaviour. Any staff member or mentor who engages in bullying, harassment or discrimination will face appropriate action in line with our disciplinary procedures. Serious cases may be treated as gross misconduct and could lead to dismissal. In some cases such behaviour may also be a criminal offence under UK law.

We will take all complaints of bullying, harassment, victimisation and discrimination seriously, whether they come from colleagues, learners, parents, visitors, suppliers or members of the public. These will be dealt with promptly and fairly, with a focus on ensuring a safe and respectful environment for all.

GameMates UK will make sure that opportunities for training, personal development and career progression are open to everyone. Decisions about recruitment, promotion and other opportunities will be based solely on merit, except in cases where the law allows specific exemptions. We will regularly review our practices to make sure they remain fair and reflect changes in legislation.

We monitor our workforce make up in terms of age, sex, ethnic background, sexual orientation, religion or belief and disability. This information helps us assess how well our policy is working and whether further action is needed. We will review this policy each year and update it whenever necessary to keep it relevant and effective.

This policy is supported by senior management and has been discussed and agreed with mentor representatives in our leadership team. Details of our grievance and disciplinary procedures, including how to raise a concern, can be found in the GameMates UK Grievance and Complaints Policy. Making use of our internal procedures does not affect any legal rights to make a claim to an employment tribunal within the statutory time limits.