Institute of Hospitality Equality and Inclusion Policy

Institute of Hospitality is committed to encouraging equality, diversity and inclusion among our team and members, and eliminating unlawful discrimination.

The aim is for our team to be truly representative of all sections of society and our customers and members, and for each employee to feel respected and able to give their best.

The organisation - in providing goods and/or services and/or facilities - is also committed against unlawful discrimination of customers or the public.

Our policy’s purpose

1. Provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time

2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
   • age
   • disability
   • gender reassignment
   • marriage or civil partnership
   • pregnancy and maternity
   • race (including colour, nationality, and ethnic or national origin)
   • religion or belief
   • sex
   • sexual orientation

3. Oppose and avoid all forms of unlawful discrimination. This includes in:
   • pay and benefits
   • terms and conditions of employment
   • dealing with grievances and discipline
   • dismissal
   • redundancy
   • leave for parents
   • requests for flexible working
   • selection for employment, promotion, training or other developmental opportunities
The organisation commits to:

1. Encourage equality, diversity and inclusion in the workplace and membership as they are good practice and make business sense.

2. Create an environment for our team and members free of bullying, harassment, victimisation, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

   This commitment includes training the team about their rights and responsibilities under the equality, diversity, and inclusion policy. Responsibilities include all team members conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation, and unlawful discrimination.

   All members of the team should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public.

3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others during the organisation’s work or public activities.

4. Make opportunities for training, development, and progress available to all team members and volunteers, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.

5. Make decisions concerning team and volunteers being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

6. Review employment practices and procedures when necessary to ensure fairness, and update them and the policy to take account of changes in the law.

7. Monitor the make-up of the team regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

   Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

Agreement to follow this policy

The equality, diversity and inclusion policy is fully supported by senior management.

ROBERT RICHARDSON FIH
CHIEF EXECUTIVE

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