

JUST
ENOUGH
BRAVE



Equality and Diversity

We are a business which recognises the contribution of all our employees, contractors and suppliers. Our aims are to be supportive, fair, just and free from discrimination. In line with these objectives, we will not tolerate discrimination based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Equality and Diversity Focus Areas

We will actively promote equality and diversity; and ensure that the legislation and policy requirements within the nine protected characteristics of equality and diversity are implemented into all our working practices.

As part of our interaction with our employees, contractors and suppliers, we will endeavour to be pro-active and monitor progress made towards meeting our objectives to:

- Encourage diversity and eliminate unfair treatment and discrimination through a comprehensive range of policies and procedures.
- Recognise that employees have rights to work in a supportive, safe and harassment-free environment and have individual and collective responsibility to value and respect each other's contributions.

Discrimination and Victimisation

- We respect and uphold the dignity of all our employees, contractors and suppliers and value the contribution they make in the workplace. We are committed to providing a working environment that is free from bullying and harassment and where everyone is treated with dignity and respect as covered in our Equality and Diversity Policy.

Accessibility

Just Enough Brave's vision is to uphold an environment in which all people have equal, dignified and ease of access to our services through the full range of Brave services. We want to eliminate discrimination and promote equality of opportunity throughout Just Enough Brave. We are committed to being fully accessible and inclusive, as befits a respected regional creative consultancy.

Procurement

In respect of our procurement activities:

- We will endeavour to ensure that the purchase of goods, services and facilities is undertaken in line with our equality and diversity commitments;
- We will endeavour to use suppliers who share our values on equality of opportunity and diversity;
- We will endeavour to establish procedures to ensure that businesses from diverse communities have an equal opportunity of competing for collaborative procurement contracts to supply goods and services to Just Enough Brave;
- We will endeavour to influence our external partners to ensure that they are inclusive and uphold the principles of equality and diversity mindfulness.



Equality and Diversity Focus Areas

Employment

In regard to employment:

- We will not discriminate on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation in the allocation of employees employed in any post;
- All employees will be considered solely on their merits for career development and promotion with equal opportunities for all;
- We will develop employees in order that they understand the context of and the specific issues influencing equality and diversity;

- All employees of Just Enough Brave are required to comply with our equality aims and to treat colleagues with dignity and respect and;
- We support and adhere to family-friendly and flexible working policies.

Communication of Policy Statement

This Policy Statement will be communicated to all members of Just Enough Brave via the employee handbook and new employees will be briefed on the key points of our diversity and equality focus upon joining the business.

Signature

March 2016

David Smith
Managing Director

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