



The Worshipful Company of Cutlers

Equality, Diversity and Inclusion Policy for Members

The Worshipful Company of Cutlers (the Company) is committed to encouraging diversity, inclusion, and equal treatment among our membership and eliminating unlawful discrimination. The aim is for each Member¹ and their guests to feel respected and included and to enjoy fully their relationship with other Members and the staff at the Company

The policy's purpose is to:

- accord equal treatment, fairness and respect to all Members
- to provide a social environment free from discrimination on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation
- provide fair access for the selection of new members, interview processes and advancement to the Court

The Company commits to:

- encouraging equality, diversity and inclusion in all aspects of the Company activities;
- ensuring an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, in which individual differences are recognised and valued;
- ensuring all Members understand that they, as well as the Company, can be held liable for acts of bullying, harassment, victimisation and other unlawful discriminatory behaviour in the course of their membership against fellow Members and staff, suppliers and the public;
- taking seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow Members and any others in the course of being involved in Company's activities;
- investigating breaches of discriminatory behaviour under the Company's Membership Policy. Following an investigation, appropriate action will be taken. Particularly serious complaints which amount to gross misconduct could lead to suspension and withdrawal of membership without notice.
- not tolerating sexual harassment. Under the Protection from Harassment Act 1997 – harassment pertaining to any of the protected characteristics is a criminal offence.
- making opportunities for all Members to understand the law;

The diversity, equality and inclusion policy is regularly reviewed and fully supported by The Court of the Worshipful Company of Cutlers.

Details of the Company's grievance and disciplinary policies can be obtained from the Clerk or Assistant Clerk on request.

¹ "Member" refers to all members of the Worshipful Company of Cutlers, including Liverymen and Freemen.