

Equality and Diversity statement

The Rowley Estates is committed to creating a workplace and guest experience that is fair and inclusive.

Acknowledging and valuing diversity is intrinsic to The Rowley Estates, as the key to ensuring the well-being of employees and guests as well as the success of the business.

We will combat unfair and unlawful discrimination towards guests or employees because of the Equality Act 2010 protected characteristics. These characteristics include age, gender reassignment, disability, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation. The Rowley Estates will safeguard those who may face inequality or harassment due to one or more of the above protected characteristics.

We aim to create a work place free of discrimination and prejudice where ability determines suitability for roles and with equality of opportunity. During selection for employment and training, decisions are made entirely on the individual's own merits and aptitude and will not be affected by any of the protected characteristics.

The purpose of this policy is to:

1. Provide equality and respect for all in our employment and our guest hosting.
2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics.
3. Oppose all forms of unlawful and unethical discrimination, including terms and conditions of employment, in pay and benefits, redundancy, promotion, leave for parents, and training or other developmental opportunities.

The Rowley Estates commits to:

1. Combat all forms of discrimination on the grounds of ethnic, social, or cultural origin, age, gender, physical features or disability, religious belief, sexual orientation, trade union activities or any other grounds prohibited by law.
2. Aim for a working environment based on tolerance where every employee can thrive.
3. Follow texts on non-discrimination including the Universal Declaration of Human Rights, focussing on knowledge of and respect for the law.
4. Oppose unequal treatment of any guests or employees.
5. Create a supportive and equal working environment for employees and guests.
6. Provide open opportunities for all.
 - a. Equality of opportunity.
 - b. Training selection made based on an individual's merit and not influenced by the protected characteristics.
7. Promote the diversity of the workforce.

- a. Diversifying sources of recruitment.
 - b. Supporting the access of women to senior positions.
- 8. Adapt products and services to the diversity of our guests.
 - a. Access of rooms.
 - b. Tailored communication and care taken.
- 9. Encourage debate and assess our diversity actions.
- 10. Take disciplinary action against those that break this policy.
 - a. Disciplinary action does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.

This equality and diversity policy is fully supported by the owners of the business and by senior management of the business.

This policy is monitored and reviewed annually to keep it up to date with legislation and to prevent discrimination before it surfaces.