

Diversity, Equity and Inclusion Policy

MAY 2021

**BRITISH
FASHION
COUNCIL**

Introduction



AT THE BRITISH FASHION COUNCIL, WE VALUE THE DIFFERENCES THAT A DIVERSE WORKFORCE BRINGS TO THE ORGANISATION AND ARE FULLY COMMITTED TO THE ELIMINATION OF UNLAWFUL AND UNFAIR DISCRIMINATION.

OUR VALUES ARE CLEAR:

WE ARE **FORCES**
FOR CHANGE
WE ARE **UNITED**
WE **STRIVE FOR**
EXCELLENCE
WE ARE **INNOVATIVE**

CENTRAL TO THESE VALUES IS THE COMMITMENT TO CHAMPION DIVERSITY, EQUITY AND INCLUSION AND WORK TOGETHER TO DELIVER POSITIVE CHANGE.

We encourage a culture which empowers, values, nurtures, supports and rewards our employees and promotes a positive environment with a focus on team collaboration and open communication. We want our employees to bring their true self to work and we commit to developing their skills and advance their careers in a culture of creativity.

We celebrate and champion multiple approaches and points of view and believe diversity drives innovation.

Together we are building a culture based on meritocracy, openness, fairness and transparency, where difference and allyship are valued.

The British Fashion Council Diversity, Equity & Inclusion Policy applies to all employees, secondees, agency staff, clients, communities, suppliers and contractors, whether permanent or temporary. The policy applies to all processes relating to employment and training and to any dealings with members, customers and clients. It also applies to all applicants seeking employment with the British Fashion Council.

Our commitments

We are fully committed to being an organisation that will allow its employees, colleagues and the external network it works with to be their true self and develop their full potential. We will not discriminate because of age, disability, gender, gender reassignment, gender identity or expression, marriage and civil partnership, pregnancy and maternity, mental health, race (which includes colour, nationality and ethnic or national origins), religion or belief, sexual orientation, trade union membership, part-time/ fixed-term status, socio-economic status or any other characteristics protected by law.

Types of unlawful discrimination include Direct Discrimination, Indirect Discrimination, Harassment, Associative Discrimination, Perceptive Discrimination, Victimisation and Failure to make reasonable adjustments. Further details are given within the BFC Handbook, available to all employees.

We are all responsible for the promotion and advancement of this policy. Behaviour, actions or words that transgress the policy will not be tolerated and will be dealt with in line with the British Fashion Council Disciplinary Policy.



TO DO THIS, WE COMMIT TO:

- Promote diversity, equity, inclusion and belonging across our organisation, as well as externally to the wider British fashion industry.
- Have zero tolerance for all forms of discrimination, harassment and bullying within the workplace
- Establish a recruitment process based on experience and skills and ensure employees have fair access to development opportunities and transparency in the promotion decisions
- Create a workplace based on mutual respect for everyone, build a culture that values skills and expertise and champions creativity and individuality
- Cultivate a culture that educates all colleagues to learn to listen and become allies.
- Make reasonable adjustments or accommodations for those with a disability.
- Actively value, reflect and promote the diversity of our colleagues, communities, partners, suppliers, and the British fashion industry.
- Make sure all our actions and strategic decisions are aligned to our values.
- Ensure our Executive Board, Leadership Team and Senior Management Team adhere to our values and actively promote them, internally and externally.
- Protect against any retaliation following a complaint made of discrimination, harassment or bullying.



Our accountability

WE ALL HAVE A DUTY TO CALL OUT DISCRIMINATION WHENEVER IT IS ENCOUNTERED. THERE ARE DIFFERENT APPROACHES THAT CAN BE TAKEN WHEN DEALING WITH A CONFLICT OR A WORKPLACE PROBLEM.

01

If you believe the issue was unintentional or due to lack of understanding/education:

- a. Be an ally, call out the behaviour in a professional manner
- b. Address the issue, speak up to educate the individual
- c. Notify/speak to your line manager about the incident to get support
- d. Speak to HR for support and coaching



02

If it is a repeated incident and you or someone else has already tried educating the individual:

- a. Speak to your line manager and/or HR about the incident
- b. An informal meeting between the two parties chaired by HR/Line Manager
- c. An informal investigation into the issue and an informal written warning
- d. A formal grievance process and appropriate formal warning

03

If this is a serious incident/gross misconduct:

- a. Speak to your manager who will then escalate to HR
- b. Speak directly to HR who will support and advise on next steps followed by the grievance procedure

In all cases where allegations of discrimination, bullying and harassment are raised, we will ensure the situation is handled appropriately and sensitively, and that a thorough investigation is completed. We will take appropriate action where required and provide support.

Anyone making a complaint should be assured that they will be protected from retaliation. No retaliation will be tolerated against anyone who reports a breach of this policy and/or who participates in an investigation about a breach of this policy.



REVIEW

This policy does not form part of the contract of employment with the British Fashion Council and may be reviewed and amended at any time. We may need to change some policies from time-to-time to reflect changes in the business or to comply with legal or regulatory requirements. Any decision to do so is at the British Fashion Council's discretion.