PIZZA PILGRIMS

Diversity, Equality & Inclusion

At Pilgrims, we're all about celebrating diversity and creating an inclusive environment where everyone feels valued. This policy is here to ensure that we're all on the same page when it comes to treating each other with respect and fairness.

Who's Covered

This policy applies to everyone in our team, whether you're an employee, worker, or contractor. We believe that diversity makes us stronger, so let's embrace it together!

Our Values

One of our core values is ‘Respect Others’. Which does means we're committed to making sure everyone has the same opportunities, regardless of their background. We're constantly learning and evolving, so we can create a workplace where everyone feels welcome and supported.

Your Role

As part of our team, it's important that you understand how this policy affects you. Here's what you can do to help:

- Be your awesome self and support your colleagues.
- Understand and follow our Equality, Diversity, and Inclusion policies.
- Embrace differences and challenge assumptions.
- Be aware of how discrimination can hurt our team and our customers.
- Speak up if you see behaviour that isn't inclusive.
- Keep our values in mind when interacting with customers.

Managerial Responsibilities

Managers play a key role in promoting inclusion within their teams. Here's what managers should do:

- Foster an inclusive environment where everyone feels valued.
- Address any breaches of our Equality, Diversity, and Inclusion policy promptly.
- Lead by example and show that inclusion is a top priority.
- Ensure fairness and opportunities for all team members.

Career Development

We're all about giving everyone a fair shot at success. Recruitment and promotions are based solely on merit, and everyone has equal access to training and career development opportunities. Plus, we'll provide extra support and training for underrepresented groups to help them thrive.

Handling Complaints

If you ever feel like you've experienced discrimination, we're here to help. Raise your concerns with your manager or another senior manager using our Grievance Procedure. We take all complaints seriously and will investigate them thoroughly.

Investigations

If there's ever an allegation of discrimination, we'll handle it with care and confidentiality. We'll give everyone involved a chance to share their side of the story, and we'll take appropriate action based on the findings.

Monitoring

We're committed to making sure our policies are effective, so we may carry out monitoring to track our progress. It's all about making sure we're living up to our values and creating a workplace where everyone can thrive.