

Dignity at Work Charter

July 2022

www.growthco.uk



The Growth
Company

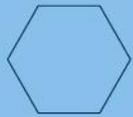
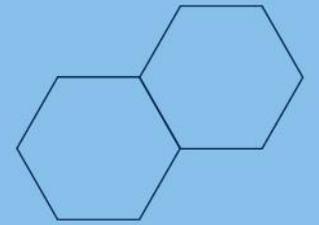
At the Growth Company (GC) we want to promote a safe working environment where dignity at work is central to our behaviours and values. Here are the key principles which support the [Dignity at Work Policy](#) and our values:

INCLUSIVE CULTURE To develop a culture and workplace that values diversity, we will:	PROMOTE EQUALITY AND DIVERSITY To demonstrate positive and acceptable attitudes and behaviours, we will:	RESPECT OTHERS To demonstrate we act with dignity and respect, we will :	OWNERSHIP AND ACCOUNTABILITY As it is a shared responsibility to promote Dignity at Work, we will:
<ul style="list-style-type: none"> ✓ Build trust and confidence within our workforce creating an open and transparent environment ✓ Develop mechanisms for two-way feedback and participation in decision making ✓ Create a diverse workforce that considers and meets the needs of our diverse communities ✓ Encourage safe spaces for open discussions and difficult conversations in a non-judgemental manner 	<ul style="list-style-type: none"> ✓ Treat everyone fairly and impartially ✓ Be friendly towards one another and create a supportive environment ✓ Create an organisational culture that benefits everyone ✓ Communicate that any type of bullying, harassment and discrimination is unacceptable 	<ul style="list-style-type: none"> ✓ Listen and value the views and opinions of others ✓ Treat everyone with dignity and respect ✓ Value and celebrate the diverse experience, perspectives and cultures of others ✓ Always use appropriate language in conversation with others 	<ul style="list-style-type: none"> ✓ Challenge all forms of discrimination, harassment, and bullying ✓ Challenge negative attitudes and behaviours which are not aligned to our GC Values ✓ Encourage people to report incidents ✓ Empower colleagues to explore a range of EDI topics through self-guided learning and education ✓ Recognise the need for learning and development for all in this area so we can actively support colleagues to do the right thing

We adopt a zero-tolerance approach to any form of behaviour that constitutes bullying, discrimination, harassment, or victimisation towards colleagues or any of our key stakeholders (including clients, learners, participants, and service users). Zero tolerance at GC means creating and promoting a better and healthy workplace, which makes it difficult for harassers and bullies to act and encourages those who experience or witness such behaviour, to come forward.

If colleagues have concerns which cannot be resolved informally with the individual, we encourage them to report this to their line manager, HRBP, hrrservicedesk@growthco.uk or contact an EDI Network Chair for signposting to further information (*refer to the **Dignity at Work Policy** or **Whistleblowing Policy** for further details*).

External individuals can raise concerns through the **Safeguarding Lead, Complaints Policy, or Whistleblowing Policy**.



The Growth Company
Lee House
90 Great Bridgewater Street
Manchester M1 5JW



The Growth
Company

