

## **Equality and Diversity in Employment**

### **Introduction**

This policy on equality and diversity in employment outlines how we will treat existing employees, prospective employees and job applicants fairly. Ensuring that our services are equally accessible and sensitive to the needs of existing and potential staff.

### **Background**

There is a situation today where individuals are excluded from certain opportunities because of their personal characteristics. Race, ethnicity, age, sexual orientation, gender and disability are all contributing factors that can lead to a person being discriminated and excluded from opportunities and chances.

We oppose all forms of discrimination and recognise that discrimination creates barriers to achieving equality for all people. We will ensure that our policies and procedures remove unnecessary or unlawful barriers and we will take action should any discrimination be identified.

We believe that the principle of equality of opportunity for individuals or groups is morally right, and will seek to ensure that our policies and procedures do not create inequalities. We will ensure this is the case for individuals being recruited into the organisation and for colleagues already in post.

We recognise that by removing barriers and allowing individuals to achieve according to their abilities, the organisation will benefit both from improved performance and service, but also from the perception of colleagues that we are an excellent and fair employer.

## **OUR POLICY**

We are committed to promoting equality of opportunity for all. We will not tolerate harassment or intimidation of any individual or group.

We recognise the diverse nature of society, and the different groups and individuals who make up the communities we serve. We aim to ensure that the services we provide meet the needs of the people we serve.

We understand that by drawing on a wide range of skills and experiences, backgrounds and attitudes, and by valuing what we can bring as individuals to work, that we will create an organisation which will deliver our Vision, Mission and Values.

### **Policy Outcomes**

Our policy aims to achieve the following outcomes:

- Create an organisation which operates by the principles of equality for all, and by encouraging and harnessing diversity
- Ensure assessment for recruitment, selection and promotion will be carried out on objective, transparent and non-discriminatory criteria
- Ensure our conditions of service are openly applied, and do not discriminate against individuals, including access to learning and development opportunities
- Ensure all individuals are treated fairly and with respect at all times
- Ensure that we will not accept the behaviour or actions of those who do not follow our values and beliefs, and who go against the spirit of this policy

- Exceed our statutory responsibilities