

Thoughtful  Education

Equal Opportunities & Diversity Policy

Signed:



Name:

Sue Michaels

Position:

Director

Date:

01 September 2023

To be reviewed on:

01 September 2024

Our commitment as an employer

The Company is committed to:

- creating an environment in which individual differences and the contributions of our staff are recognised and valued;
- every employee, self-employed contractor and volunteer is entitled to a working environment that promotes dignity and respect to all - no form of intimidation, bullying or harassment will be tolerated;
- providing training, development and progression opportunities to all staff;
- understanding equality in the workplace is good management practice and makes sound business sense;
- reviewing all our employment practices and procedures to ensure fairness.

Our commitment as a service provider

The Company is committed to:

- providing services to which all clients are entitled regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation, offending past, caring responsibilities or social class;
- making sure our services are delivered equally and meet the diverse needs of our service users and clients by assessing and meeting the diverse needs of our clients;
- fully supporting this policy by senior management and ensuring agreement has been reached with employee representatives;
- monitoring and reviewing this policy annually;
- having clear procedures that enable our clients, candidates for jobs and employees to raise a grievance or make a complaint if they feel they have been unfairly treated;
- treating breaches of our equality and diversity policy as misconduct which could lead to disciplinary proceedings.

Equal Opportunity Statement

Age

We will:

- ensure that people of all ages are treated with respect and dignity;
- ensure that people of working age are given equal access to our employment, training, development and promotion opportunities;
- challenge discriminatory assumptions about younger and older people.

Disability

We will:

- provide any reasonable adjustments to ensure disabled people have access to our services and employment opportunities;
- challenge discriminatory assumptions about disabled people;
- seek to continue to improve access to information by ensuring availability of loop systems, braille facilities, alternative formatting and sign language interpretation.

Race

We will:

- challenge racism wherever it occurs;
- respond swiftly and sensitively to racists incidents;
- actively promote race equality in the Company.

Gender

We will:

- challenge discriminatory assumptions about women and men;
- take positive action to redress the negative effects of discrimination against women and men;
- offer equal access for women and men to representation, services, employment, training and pay and encourage other organisations to do the same;
- provide support to prevent discrimination against transsexual people who have or who are about to undergo gender reassignment.

Sexual orientation

We will:

- ensure that we take account of the needs of lesbians, gay men and bisexuals;
- promote positive images of lesbians, gay men and bisexuals.

Religion or belief

We will:

- ensure that employees' religion or beliefs and related observances are respected and accommodated wherever possible;
- respect people's beliefs where the expression of those beliefs does not impinge on the legitimate rights of others.

Pregnancy or maternity

We will:

- ensure that people are treated with respect and dignity and that a positive image is promoted regardless of pregnancy or maternity;
- challenge discriminatory assumptions about the pregnancy or maternity of our employees;
- ensure that no individual is disadvantaged and that we take account of the needs of our employees' pregnancy or maternity.

Marriage or civil partnership

We will:

- ensure that people are treated with respect and dignity and that a positive image is promoted regardless of marriage or civil partnership;
- challenge discriminatory assumptions about the marriage or civil partnership of our employees;
- ensure that no individual is disadvantaged and that we take account the needs of our employees' marriage or civil partnership.

Ex-offenders

We will prevent discrimination against our employees regardless of their offending background (except where there is a known risk to children or vulnerable adults).

Equal pay

We will ensure that all employees, male or female, have the right to the same contractual pay and benefits for carrying out the same work, work rated as equivalent work or work of equal value.