

# Equality and Diversity

Our aim is to make you aware of your responsibilities under our Equality and Diversity Policy.

We constantly strive to create an environment where everyone has an equal chance to succeed.

You have a responsibility to embrace and support this vision and you must continue to challenge behaviour and attitudes that prevent us from achieving this. Using fair, objective and innovative employment practices, our aim is to ensure that:

- All staff and potential staff are treated fairly and with respect at all stages of their employment
- All staff have the right to be free from harassment and bullying of any description, or any other form of unwanted behaviour, whether based on gender, trans-gender status, marital status, race, disability, age, political, religion or belief and sexual orientation.
- All staff have an equal chance to contribute and achieve their potential, irrespective of any defining feature that may give rise to unfair discrimination

## Diversity

We strive to reflect the Diversity of our community at all levels within our workforce. We ensure that:

### Gender

Women and men are fully and properly represented and rewarded for their contribution at all levels of the organisation through:

- Challenging gender stereotypes
- Supporting staff in balancing their life at work and at home
- Supporting staff who become pregnant or who wish to adopt a child and taking active steps to facilitate their return to work after Maternity/Adoption Leave.

### Trans-gender status

People who plan to undergo, are undergoing, or have undergone gender re-assignment are protected against all forms of discrimination and harassment. We will take positive steps to support a trans-gender person and ensure they are treated with dignity and respect.

### Marital Status

People are treated fairly and equally in the workplace irrespective of their marital or family status.

## **Race**

The racial and cultural diversity of our communities is represented through:

- Challenging racial stereotypes
- Understanding, respecting and valuing different backgrounds and perspectives

## **Disability**

The abilities of disabled people are recognised and valued through:

- Focusing on what people can do rather than on what they cannot
- Challenging stereotypes about people with disabilities
- Making appropriate reasonable adjustments in workplace to help people with disabilities achieve their full career potential

## **Age**

Age diversity within the workforce is promoted and valued through:

- Challenging age stereotyping
- Recognising the benefits of a mixed-age workforce

## **Religious Belief and Political Opinion**

People are treated fairly in the workplace irrespective of their religious or potential opinions by recognising individual's freedom of belief and right to protection from intolerance and persecution.

## **Sexuality**

People are treated fairly in the workplace irrespective of their sexuality through:

- Respecting different lifestyles
- Challenging negative stereotypical views