

Equality, Diversity and Inclusion

Purpose

The purpose of this policy is to set out the principles of equality, diversity and inclusion for The <<name of company>>, our Board of Directors, our members and our stakeholders to enable us create a diverse, inclusive and equal environment within the <<name of company>> and the communities we serve.

Definition of Diversity, Inclusion and Equality

Equality is recognising that every individual and group should be treated equally in terms of dignity and respect, their human rights and access to our resources. True equality involves acknowledging the differences that exist between people and hence the different supports and resources that each person requires.

Diversity is all the ways in which we differ from one another. Some of these differences we are born with and cannot change. Anything that makes us unique is part of this definition of diversity.

Inclusion involves bringing together and binding these diverse forces and resources, in a way that is beneficial to our organisation and the communities we serve. Inclusion puts the concept and practice of diversity into action by creating an environment of involvement, respect, and connectedness.

Equality and Diversity are not interchangeable but are interdependent to utilise the full potential of individuals and groups.

Diversity is about respecting an individual irrespective of:

- Race
- Ethnicity
- Culture
- Gender
- Skin Colour
- Sexual Orientation (LGBTQ)
- Marital Status
- Religion
- Disability
- Ability
- Education attainment

- Family background
- Health
- Values
- Politics
- Any special community like the Travelling Community

Policy Statement and Application

The Board of Directors of <<name of company>>, the CEO and staff are committed to our equality, diversity and inclusion policy. We will actively promote equality, diversity and inclusion, and will proactively remove and address any activities or behaviours that may jeopardise this policy.

We aim to create an environment where we can all work harmoniously, feel valued, appreciated and included, irrespective of race, ethnicity, culture, gender, skin colour, sexual orientation, marital status, religion, disability, ability, education background, family background, political background, health or representative of any community.

We are an equal opportunity employer, which allows equal opportunity for employment and progression in the organisation on the basis of ability, qualifications and aptitude for the work. Every employee shall be treated equally and have the right to a harmonious work environment where an individual is treated fairly and with dignity and respect.

In order to retain, attract, recruit and develop high quality talent at all levels across the organisation we shall follow the approach based on:

- Equality – As an organisation we shall aim to remove all possible discrimination to ensure equal opportunity at levels
- Diversity – We shall embrace diversity at all levels and ensure everyone is valued and appreciated for their contributions. A diverse workplace is best ensured through working together
- Inclusion – We shall create an environment where everyone is included, differences are accepted and valued to bring in all the diverse forces together. We aim to be an organisation where people feel connected, respected, appreciated and involved in organisational success.

The goal of the <<name of company>> is to ensure that our commitments towards equality, diversity and inclusion are met, strengthened by our values of honesty, integrity, objectivity and impartiality and deeply rooted in our daily work practices and behaviours with colleagues, members, partners and our wider community.

Role of the Board of Directors

The role of the Board of Directors is to ensure the creation of an environment that supports equality, diversity and inclusion, and commits to treating people with dignity and respect. It also seeks to create a supportive environment in which all employees can excel and reach their full potential, regardless of differences, experience or educational background. In particular the Board will:

- Take a leadership role and guide the CEO and staff in driving the Diversity, Inclusion and Equality Policy across the organisation, our membership, partners and the communities we serve.
- Ensure that the Diversity, Inclusion and Equality statements are published on the website, social media, advertisements, publications, newsletter, training etc.
- Ensure that the Board, CEO and staff receive sufficient support and training to implement the policy.
- Ensure our suppliers and external professional advisors are made aware of their responsibilities in relation to this policy and commit to be compliant with this policy.
- Make members aware of this policy and ensure they support this policy in our events and other programmes we run.
- Continuously demonstrate commitment to the policy and other policies and practices that reflect <<name of company>>'s commitment to treating people fairly, promoting a culture of inclusion and respecting the dignity of employees, members and wide stakeholder community always.

Review

This policy should be reviewed by the Board every 1-2 years, or when deemed appropriate.