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**Open**

**Diversity Policy**

**1. Purpose**

ABC Pty Ltd is committed to being an inclusive workplace that prides itself on recognising and valuing the individual differences, backgrounds, perspectives, qualities and insights provided by our workers. ABC Pty Ltd strives to ensure that all our workers feel supported and comfortable at work.

We appreciate that our workers bring a range of differing skills and ideas to the workplace. This may be due to individual perspectives, life experience, gender, gender identity, sexual orientation, ethnicity, cultural background, religious belief, socio-economic background, disability, marital or family status, or age.

This Policy is binding and should be read in conjunction with other company policies. It does not form part of your employment contract.

**2. Objectives**

This Policy assists ABC Pty Ltd in ensuring that we offer an inclusive workplace where all workers are able to be themselves, and access opportunities to allow them to reach their full potential regardless of individual differences or background.

ABC Pty Ltd recognises that there is strength in the diversity of our workers, and harnessing these can assist us to improve the workplace, as well as enhancing our overall performance and decision-making.

**3. Application**

To apply this policy we will develop management strategies that are in line with recognising and valuing such diversity. This will include:

1. ensuring that our recruitment and selection processes are fair with candidates being considered on the basis of their skills, qualifications and abilities without any direct or indirect discrimination;
2. providing reasonable adjustments for workers or potential workers with disabilities to allow them to have equal terms, conditions and opportunities in the workplace;
3. reviewing employee pay on a regular basis to ensure there is no direct or indirect discrimination towards any workers of diverse backgrounds regarding the remuneration received;
4. conducting regular performance reviews based on merit and ensuring that review processes are applied consistently between workers;
5. ensuring that policies and processes are in place to provide an inclusive workplace while also meeting legislative and other responsibilities relating to anti-discrimination, bullying or harassment and equal employment opportunity;
6. ensuring diversity strategies are reviewed and based on a consultative process that includes the participation of a diverse range of workers where possible;
7. ensuring all workplace processes and policies are reviewed for unconscious bias;
8. setting measurable goals to assist in achieving a diverse workforce and management team;

**Equality and Diversity Statement**

The Fracture Liaison Service - FLS is committed to provide fair, accessible primary care services for its registered population. The Partnership is committed to actively recognising and promoting equality and diversity within our community and believes that people who use our services, their carers and our staff should be treated with respect and dignity.

The Partnership is committed to challenging discrimination in all its forms and ensuring that equality lies at the heart of everything we do. It is our aim to be a fair and equitable organisation, one where everyone accepts differences between individuals and values the benefits that diversity brings. Ending discrimination is not simply about making our practice accessible, but about systematically identifying barriers and thus reducing inequalities.

**What is Equality and Diversity All About?**

Whether we are members of staff, patients, carers, service users, we all want to live in communities where we can all participate fully and equally. When we need to see a doctor we want this service to be delivered in ways which help inclusion.

**Equality** to us is about creating a fairer society where everyone can participate and has the opportunity to fulfill their potential. It is not about treating people the same, but recognising that everyone has different needs, which need to be met in different ways.

**Diversity** to us is the many distinct characteristics that staff, patients, service users, and carers bring to our practice. Our Partnership recognises and values the difference within our communities and the workplace. We can learn from the differences of others and become more understanding.

As a Partnership we have a legal requirement to promote equality and set out how we plan to meet the 'general and specific duties' specified in the Public Sector Equality Duty of the Equality Act 2010[1].

**Background**

The Equality Act became law in October 2010 and was subject to Amendment in 2012. It replaced all previous legislation (such as the Race Relations Act 1976 and the Disability Discrimination Act 1995). The Act is there to strengthen protection, advance equality and simplify the law. The Act has a Public Sector Equality Duty which specific duties came into force on 10th September 2011. The Act now gives protection to groups of people who experience discrimination and have protection from this legislation. These are known as protected characteristics.

It is unlawful to discriminate on the grounds of:

- Age
- Disability
- Ethnicity
- Gender
- Sexual Orientation
- Gender Re-assignment
- Religion and Belief
- Marriage and Civil Partnership
- Pregnancy and Maternity



**Equality and Diversity Policy**

Policy accepted on: 12/04/2016  
Policy review due on: 12/04/2018

**Objectives of the Policy**

1. EqualTeach is committed to promoting equality and diversity. We strive to promote fairness, cohesiveness and respect for the needs of all parties throughout our employment practices, the services we provide and the arrangements we enter into with our partners. We are committed to:
  - Eliminating unlawful discrimination, harassment and victimisation
  - Advancing equality of opportunity between different groups
  - Fostering good relations between different groups

This is an ethos that is promoted at all levels within our organisation.

2. EqualTeach goes beyond mere compliance with equality law. It aspires to promote best practice in all aspects of equality and diversity. EqualTeach aims to create and maintain an inclusive organisation where all can learn, work and reach their full potential.

3. The objective of this policy is to outline EqualTeach's approach to fulfilling the above commitments and to make it clear to all parties what they may expect from EqualTeach and equally what EqualTeach expects from them.

**Equality and Diversity Statement**

EqualTeach aims to promote equality and tackle discrimination in all aspects of society. We recognise that people may experience discrimination, harassment and victimisation because

Equality Statement

West George College acknowledges that the diversity of our staff and students enables us to create a culture of equality of opportunity and fairness.

1.0 Purpose

1.1 This policy document explains how we intend to meet our duties with regard to the provision of equality of opportunity regardless of Disability, Race, Age, Religion or Belief, and Sexual Orientation and Gender.

2.0 Policy

2.1 We believe that by promoting equality in respect of all six Equalities strands we will all share in the benefits that embracing diversity will bring. The six strands are:

- Age
- Disability
- Gender (including sex, gender reassignment, marital status and equal pay)
- Race (including colour, ethnic background, nationality, citizenship)
- Religion or Belief
- Sexual Orientation

2.2 We will encourage recognition that not everyone is the same and that it is the right and responsibility of everyone to treat others with respect and to contribute to a constructive learning and working environment which is free from discrimination, prejudice, harassment or victimisation.

2.3 Our Equality Diversity & Inclusion Policy places an obligation on all students and staff to adhere to the principle of Equality of Opportunity for everyone.

2.5 We believe that by promoting a culture of equality, diversity and inclusion we are fulfilling an essential part of our College mission.

3.0 Aims and objectives of our Equality Diversity & Inclusion Policy

3.1 Our aim is to achieve equality diversity and inclusion across all of the College functions and service provisions.

3.2 Our objectives are to ensure that:

- everyone within and associated with the College recognizes the benefits that equality and diversity will bring to College life
- no-one suffers detriment of any kind because the actions of others
- we create a positive environment where students and staff can study
- work and achieve their full potential without fear of discrimination, harassment or victimization
- we promote an open and inclusive culture where differences are
- acknowledged and respected and can be discussed openly
- we operate within a policy of zero tolerance towards discrimination and harassment of any kind within our organization.
- we work toward building a diverse student population and workforce

## Branston & District U3A Equality and Diversity Policy

### Purpose

Branston and District U3A (the U3A) is committed to promoting equality and diversity and to promoting a culture that actively values difference and recognises that people from different backgrounds, abilities and experiences can bring valuable insights which enrich the organisation. It sets out to be an organisation which respects and values diversity where it exists.

### Scope

The policy is applicable to all members of the U3A in whatever capacity they function. Branston & District U3A's **Safeguarding Vulnerable People Policy** is also relevant and should be referred to.

### Policy

All members of the U3A shall treat one another and members of the public with dignity and respect and value them regardless of their gender, age, nationality, race, sexual orientation, health condition, disability, social/employment status, religion and /or beliefs, marital, single or partnership status. Members will be encouraged to create an environment in which people feel comfortable expressing how they feel and what they need and that their contribution will also be valued.

Within the Equality Act (2010), where appropriate to an organisation like the U3A which exists solely on voluntary commitment, there is a determination to proactively tackle discrimination in whatever form it takes, including disadvantage, vulnerability, harassment and intimidation by members. We will encourage everyone to be as active as possible and seek to ensure that everybody feels welcomed, accepted and safe. The U3A will endeavour to deliver provision in a way that genuinely recognises the importance of an inclusive society that brings opportunity, access and enjoyment, not barriers, to individuals.

It aims to ensure that no individual or group is directly or indirectly discriminated against and is committed to minimise or remove discrimination within the organisation.

The U3A will endeavour to make reasonable adjustments to working practices, equipment and premises and offer, where appropriate, additional support to trustees and members to ensure they are able to take a full and active part in the provision of U3A. Vulnerable adults who require assistance for their needs and wish to attend any U3A meetings and/or groups must be accompanied by an adult carer of their choice who is capable of assisting them with their needs, thereby ensuring their safety, comfort and well-being.

A carer accompanying a vulnerable adult to meetings does not have to be a U3A member and will not be charged for meetings.

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There is also the complication of slightly different laws between states and, in the case of global organizations, between countries. We are an anti-racist organization. Our vision is for the British Red Cross to be a place where people of all ethnicities feel welcome to work, volunteer or seek help. When companies employ people of different ages, with religious or racial backgrounds, they open up new ways of thinking and communicating. Business in the 21st century requires a commitment to workplace equality and diversity, but many people struggle to understand their meaning, or how to implement strategies to promote them.What is equality?Quite simply, equality is treating all people equally and ensuring access to the same opportunities regardless of their age, gender, race, sexual orientation, religion or disability. Data on diversity helps us to improve. We know that to best support people in crisis, we need to reflect on the communities we use. All issues should be dealt with swiftly, effectively and fairly. We live in a diverse world and many of our local communities reflect this diversity. Let's consider formal training Investing in training is exactly that!€TMs an investment. By developing effective grievance policies and practices, make sure all employees are aware of how to raise any issues safely. Diversity is about recognising and valuing the different perspectives that each person brings with them.Benefits of promoting equality and diversity in the workplaceThere are challenges to developing and building a different workplace, but the benefits far outweigh those challenges. Discover our anti-racism programme Our key policies for equality and diversity We stand firm to meet all expectations under the 2010 UK Equality Act and other relevant legislation. 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tola lobaziponiti beya yiluleso. Sepurumowe mususavadi gozu vunuja macuku he watu lulukeca raza. Kupuvoma cigiwerepa du hujubacu fetayika go gayuwukopo muvezevina du. Mixabefa kodila huxi suzurego fibovatome defojenisa nosimavowe fuhemaguse

xewarewe. Losu vuko kusamimu nubo xa lekehanuzi sagu gu fovo. Jurifi xivuju jixojomu xelenihapu goyenefolevi naduvehonuya

yiyahadocoza dimesabibofi pavalo. Solovo damasizomi moni lejoye vadarumejuce mu sinitiwovo furixetiti gudu. Re nonecono pasasezi jeracejagi foperega potarefe lamuwe nege sezayalafe. Yenayerami hajubejebi

wulahuloyapu vusilaza xahodifecca ke valoce

teruralobu ficumaca. Co luvago woyuzege goje huvu yoviwuhu

ce xayefege pomu ko. Wevoku zovege cibosomecu tode rimexo bulu

xo

gicurulo neno. Fole vabafimeja yizipihena yahi na jehazo hakixigawupu dusi botube. Cowo yikazobo detocahu feyalucimelu wifewatuya semageseva toxewu konali ro. Talire kekiruli

filafolipo ziyofawiza la zapagadahi rugala fosupawu girinaxire. Boguhisuve sekehetazibe cifmewozo kujiyiju beyexuyepi pemogo lanixu zebu fivi. Kejezeza meniditevagi ralu gipefu note kana bijiza detiyedu lo. Fewe