

## **Equal Opportunities and Diversity Policy**

### **(January 2024)**

The Stringcredibles recognises that it is essential to provide equal opportunities to everyone, including all trustees, employees and job applicants, without discrimination. No trustee, employee or potential employee shall receive less favourable treatment or consideration on the grounds of age, sex, disability, gender reassignment, race, religion or belief, sexual orientation, marital or civil partnership status, pregnancy, new parenthood, or will be disadvantaged by any aspects or terms of employment that cannot be justified as necessary on operational grounds. The Stringcredibles will appoint, train, develop and promote on the basis of merit and ability alone.

The Stringcredibles commitment to this policy extends beyond its employment practices to its work with children and young people, the services it provides and the volunteers it works with in connection with providing these services.

The Stringcredibles is an equal opportunities employer and strives to ensure that no one is unfairly discriminated against in our recruitment or selection processes.

The Stringcredibles recognises the opportunities that diversity and inclusion offer and values the richness and creative potential this brings to its work.

This policy is reviewed by The Stringcredibles Board of Trustees annually.

### **Equal Opportunities Policy statement**

The Stringcredibles Equal Opportunities Policy is designed to ensure that we comply with the equality obligations under anti-discrimination legislation, in particular the Equality Act 2010.

The aim of this policy is to communicate the commitment of the Board of Trustees and founders to the promotion of equality of opportunity and inclusion.

It is our policy to support the equality of all irrespective of:

- age
- sex
- disability
- gender reassignment
- race (including colour, nationality and ethnic or national origins)
- religion or belief
- sexual orientation
- marital or civil partnership status
- pregnancy or new parenthood

In this policy the above characteristics are known as 'protected characteristics'

The Stringcredibles is opposed to all forms of unlawful and unfair discrimination. All who come into contact with us will be treated fairly and will not be discriminated against, either directly or indirectly, on any of the above grounds. When we are aware someone has a disability, we will make reasonable adjustments for job applicants, employees and trustees wherever necessary, to ensure no disabled person is put at a substantial disadvantage. All employees and trustees have a duty to ensure that this policy is effective to ensure equal opportunities and prevent discrimination. Employees and trustees must not harass, bully or intimidate for reasons related to one or more of the protected characteristics. Any complaints of discrimination or any other breaches of this policy will be addressed under the Stringcredibles' Complaints Procedure.

### **Code of Practice**

The Stringcredibles is committed to:

- promoting equality of opportunity for all
- promoting a good and harmonious learning environment in which all children and adults are treated with respect and dignity and in which no form of intimidation or harassment is tolerated
- preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- fulfilling all its legal obligations under equality legislation and associated codes of practice
- complying with its own equal opportunities policy
- taking lawful affirmative or positive action, where appropriate
- treating breaches of its equal opportunities policy as misconduct with the potential to lead to termination of employment

**Adopted:** February 2018

**Date of review:** January 2024

**Date of next review:** January 2025