



Equality, Diversity & Inclusion Policy

Policy Statement

This Policy applies to anyone wishing to work, volunteer or engage with Steeple Woodland Project, including children and their families. Equality, diversity and inclusion means that everyone will be treated fairly and without discrimination, regardless of their ethnic background, language, culture, faith, gender, age, sexual orientation or any other characteristic that could result in their being discriminated against. Steeple Woodland Project aims to celebrate diversity between individuals and to avoid treating people unfairly, recognising that treating people unfairly can negatively affect their dignity, respect, self-esteem, sense of self-worth, and ability to make choices.

Steeple Woodland Project understands that equality, diversity and inclusion principles apply to all. Project participants must respect the ethnicity, culture, religion, gender and any disabilities of all and must not discriminate against anyone on any of these grounds when expressing their views and preferences. Steeple Woodland Project does not accept any form of discriminatory behaviour from any source. Steeple Woodland Project builds this Policy into its external contractual relationships.

Purpose

The purpose of the Policy is to ensure that the Steeple Woodland Project is fully committed to the principles and values of the Policy Statement and to communicate this commitment to all participants. The Policy should be referred to wherever differences of view based on lack of understanding or prejudice about diversity, equality and inclusion are evident. The commitment to equality, diversity and inclusion should be included in Steeple Woodland Project's Statement of Purpose, and in information produced for those who use it. It should be implemented throughout Steeple Woodland Project's practice.

Aims

- To ensure that the Steeple Woodland Project supports the principle of equality, diversity and inclusion in all its activities, including membership of the group, training opportunities, volunteer or educational activities, and in matters of employment.
- To ensure that no person applying for a role, or accessing the Project will be refused on discriminatory grounds, including colour, race, language, gender, disability, marital status, sexual orientation, religion, age, nationality, or ethnic origin.
- To ensure that the human resources, talents and skills available throughout the community are considered when opportunities for roles and participation in the Project arise.
- To ensure that Project participants are treated fairly, irrespective of their ethnicity, sexual orientation or any grounds on which discrimination can occur.
- To encourage Project participants to relate to one another fairly, with respect for individual differences.
- To develop an attitude of self-awareness among Project participants to ensure no form of discriminatory behaviour, such as offensive or abusive language, is used and to communicate that it is unacceptable in whatever form it might take and from whichever source.
- To ensure that Project participants are aware of the procedures for dealing with complaints and allegations of discriminatory or oppressive language or behaviour.



- To ensure that all complaints and allegations are addressed properly and in non-discriminatory ways.
- Steeple Woodland Project understands that those with whom it engages must fully comply with the requirements of the Equality Act 2010.

Expressions of Commitment to Equality, Diversity and Inclusion

Steeple Woodland Project expresses its commitment to equality, diversity and inclusion by:

- (i) respecting ethnic, cultural and religious practices
- (ii) recognising that diverse backgrounds enhance the quality of experience of the Project for all
- (iii) accepting participants as individuals, not as cases or stereotypes
- (iv) enabling participants to express their individuality and to follow their preferred lifestyle, helping them to celebrate events, anniversaries or festivals which are important to them
- (v) showing positive leadership and implementing management and human resources practices that demonstrate an active commitment to equality and diversity principles
- (vi) developing an ethos throughout the Project that reflects these values and principles
- (vii) expecting all participants to work to equality and diversity principles and policies and to behave at all times in non-discriminatory ways
- (viii) having a Code of Conduct that makes any form of discriminatory behaviour unacceptable, applicable to all participants, that is observed rigorously and monitored accordingly

All Project participants are required to behave in accordance with this Policy at all times. Failure to do so will constitute misconduct and may lead to immediate removal from the Project.