
EQUALITY AND DIVERSITY POLICY

Last Updated: Feb-2017

Statement of Purpose:

Spring Educational Society is committed to meeting the needs and aspirations of customers and communities in a fair, respectful, and proportionate manner. Our approach to diversity and equality is to promote inclusiveness by recognising that anyone, can make a positive difference in the achievement of the organisation's vision and in the wider society.

Principles:

1. To demonstrate our commitment to diversity and equality, working to eliminating all forms of discrimination whether covered in law or not.
2. To raise awareness, recognise and celebrate our successes, forming a platform for continuous learning and improvement.
3. To have a greater and deeper understanding of our customers and communities we serve, enabling them to influence services.
4. To have Board members, staff and members that reflect the makeup of the communities we serve.
5. To work in inclusive ways in developing an organisational culture that proactively promotes diversity and equality.
6. To ensure the Board, staff and members are supported and trained in knowledge and skills to deliver our policy on diversity and equality.

Policy Details:

All members of staff, whether part-time, full-time or voluntary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All staff will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Our commitment:

1. To create an environment in which individual differences and the contributions of all our staff are recognised and valued.
2. Every staff member is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
3. Training, development and progression opportunities are available to all staff.
4. Equality in the workplace is good management practice.
5. The Spring Educational Society will review all of its employment practices and procedures to ensure fairness.
6. Breaches of this equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
7. The policy will be monitored and reviewed every two years.