



Policy Title: **Equality and Diversity**

Policy number FIVE

Policy approved by Escape Committee:Date.....

Review:

Controlled Copy

Purpose of Policy: To ensure that Escape maintains and extends its fully inclusive approach eliminating discrimination and promoting diversity.

Policy applies to: staff, committee, and all members

Policy Statement: Escape opposes all forms of unlawful and unfair discrimination. We will create activities in environments which respects and welcomes everyone, and in which no form of bullying, harassment, disrespectful or discriminatory behaviour is tolerated.

This particularly applies in relation to the 'protected characteristics' named in the Equality Act 2010: Age, disability, gender reassignment, income, marriage or civil partnership status, pregnancy and maternity, race, religion or belief, sex and sexual orientation

Selection for employment will reflect the above statements and based on aptitude and ability.

Procedures and people responsible

All staff, volunteers, suppliers, partners and committee members have a responsibility to ensure that their own language and actions are consistent with the spirit as well as the contents of this policy.

Escape recognises that an Equality and Diversity Policy alone is not enough to ensure that equality and diversity are central to everything that we do. Escape will seek to create an environment in which diversity and the contributions of all staff and members are recognised and valued in all that we do. In introducing this policy we recognise that many people are unfamiliar with the ways in which discrimination and disadvantage affect people's health, well-being and quality of life. We will therefore support people to develop equalities awareness and understanding whenever the opportunity arises and it is felt that it is appropriate.

Breaches of the policy can be pursued using the Complaints Policy.

Staff breaches of this policy can result in disciplinary action in line with the HR Policy.