

# Equality Statement

Corporate SR CIC has adopted equality principles that:

## **1. Promote accessibility**

- Services are sensitive to the different cultures of the people using them.
- Valuing cultural diversity

People have different needs, beliefs, values and abilities and those differences need to be both respected and promoted.

## **2. Drive Participation**

We are able to encourage participation, openness and honesty.

## **3. Promote equality of opportunity**

We recognise that some groups commonly experience poorer access to employment, have fewer training opportunities and are under-represented in the workforce, particularly at senior level. We believe that we may need to treat people differently to help them have the same chance to take part in employment and service opportunities.

## **4. Encourage inclusive communities**

As a community involvement consultancy, we promote initiatives where people feel they are a part of their communities, where their lives are appreciated and valued, and where people with similar life opportunities develop strong, positive relationships with people who are from different backgrounds.

## **5. Reduce disadvantage and exclusion**

We actively seek initiatives that deal with the causes of disadvantage and exclusion with a view to positively impacting on the disadvantaged and excluded taking into account factors like people's experience of discrimination.

# Equality and Diversity Policy

Corporate SR CIC is dedicated to encouraging a supportive and inclusive culture amongst the whole organisation. It is within our best interest to promote diversity and eliminate discrimination in the workplace and volunteering section of this community interest company.

Our aim is to ensure that all employees, volunteers, and job/volunteering applicants are given equal opportunity and that our organisation is representative of all sections of society. Each employee and volunteer will be respected and valued and able to give their best.

This policy reinforces our commitment to providing equality and fairness to all in our employment and not provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

All employees and volunteers, no matter whether they are part-time, full-time, or temporary, will be treated fairly and with respect. When Corporate SR CIC selects candidates for employment, promotion, training, or any other benefit, it will be based on their aptitude and ability.

All employees and volunteers will be given help and encouragement to develop their full potential and utilise their unique talents. Therefore, the skills and resources of our organisation will be fully utilised, and we will maximise the efficiency of our whole workforce.

- ⊆ Corporate SR CIC commitments:
- ⊆ To create an environment in which individual differences and the contributions of all team members are recognised and valued.
- ⊆ To create a working environment that promotes dignity and respect for every employee.
- ⊆ To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.
- ⊆ To make training, development, and progression opportunities available to all staff.
- ⊆ To promote equality in the workplace, which Corporate SR CIC believes is good management practice and makes sound business sense.
- ⊆ To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- ⊆ To encourage employees to treat everyone with dignity and respect.
- ⊆ To regularly review all our employment practices and procedures so that fairness is maintained at all times.

Corporate SR CIC will inform all employees and volunteers that an equality and diversity policy is in operation and that they are obligated to comply with its requirements and promote fairness in the company. The policy will also be drawn to the attention of funding agencies, stakeholders, customers, learners, and job applicants.

Corporate SR CIC equality and diversity policy is fully supported by senior management. Our policy will be monitored and reviewed annually to ensure that equality and diversity is continually promoted in the workplace.