

Edenreach

Equality and Diversity Policy

Edenreach is dedicated to encouraging a supportive and inclusive culture amongst our workforce. It is within our best interest to promote diversity and eliminate discrimination in the workplace.

Our organisation strives to be inclusive towards all sections of society and to provide equal opportunity to all employees and job applicants. Each employee will feel respected and valued, which will enable them to give their best as a result.

We uphold the Equality Act 2010's legal prohibitions against discrimination in all relevant contexts, including but not limited to: the work environment, our consumers, and in our recruitment process (for further information on our recruitment process please see our equal opportunities policy).

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, sex and sexual orientation, and other protected characteristics if any**. We are opposed to all forms of unlawful and unfair discrimination.

All employees, no matter whether they are part-time, full-time, or temporary, will be treated fairly and with respect. When Edenreach's selects candidates for employment, promotion, training, or any other benefit, it will be on the basis of their talents and abilities.

Edenreach recognises the following forms of discrimination:

- Direct discrimination – treating someone with a protected characteristic or different circumstances less favourably than others.
- Indirect discrimination – putting rules or arrangements in place that apply to everyone, but that put someone with a protected characteristic or different circumstances at an unfair disadvantage.
- Harassment – unwanted behaviour linked to a protected characteristic or different circumstances that violates someone's dignity or creates an intimidating, hostile, degrading or offensive environment for them.
- Victimisation – treating someone unfairly or badly because they have, or are thought to have, made a complaint about discrimination or harassment or helped someone else make a claim of discrimination under the Equality Act 2010.

We also protect fight against discrimination that stems from being as associated with someone who has a protected characteristic, for example a family member or friend, or you've complained about discrimination or supported someone else's claim.

Edenreach's 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 Edenreach 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.

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

Edenreach's equality and diversity policy are fully supported by the senior management and has been agreed with representatives. Our policy will be monitored and reviewed annually to ensure that equality and diversity is continually promoted in the workplace.

If you feel that the values promoted by this policy are being violated, or have any questions, please don't hesitate to contact our Compliance Officer or file a complaint through our Grievance Procedure.

This policy shall be reviewed within two years from the date it has been adopted on.

Name:

Position:

Date:

Signature:

Review date:

