



## CHELTENHAM BOROUGH COUNCIL

# Equality and Diversity Policy

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### Statement

We recognise that many people in our society experience discrimination or lack of opportunity for reasons which are not fair.

These include:

Race, religion, creed, colour, national and ethnic origin, political beliefs, gender, sexual orientation, age, disability (including mental illness), HIV status, marital status, responsibility for dependants, geographical area, social class, income level, pregnancy and maternity, civil partnership, gender reassignment and/or criminal record.

We are committed to a Policy of Equality and Diversity which respects the identity rights and values of each individual and opposes all direct and indirect discrimination within the organisation. We believe everyone is entitled to a working and learning environment which promotes dignity and respect. This commitment is not only good management practice but makes sound business sense.

### Objectives

- To deliver equality and diversity throughout organisational policies, procedures and practice and develop an ethos which respects and values all people
- To challenge discrimination and lack of opportunity and encourage other organisations and individuals to do the same to actively promote equality of opportunity
- To create a culture that respects and values an individual's differences and recognises that difference/diversity is an asset to our organisation both to its work and the people it serves.
- To eliminate all forms of unfair discrimination, bullying, harassment or other oppressive behaviour. No form of intimidation, bullying or harassment will be tolerated
- Take positive action to provide encouragement and support to individuals and groups whose progress has been limited by stereotyping and cultural expectations and to prepare learners for life in a diverse society
- To ensure all employees, volunteers, learners and collaborative partners are aware and encouraged to support the objectives of this policy.
- Promote good relations amongst people within the organisations community and the wider communities within which we work
- Do our best, within available resources, to remove barriers which limit or discourage access to the Company's training provision and activities

- Monitor the implementation, set targets for improvement and evaluate the impact of equality and diversity action.

## **Standards and Good Practice**

Equality of opportunity is crucial to good practice in any organisation and fairness of opportunity for all is a basic right.

This policy is therefore underpinned by the following values, principles and standards:

- Active challenge to stereotypes, prejudiced attitudes and unfair discriminatory behaviour
- Commitment to inclusive education which enables and supports all students to develop their full potential
- Commitment to the positive development of all staff
- Accountability for compliance with this policy by all employees and others engaged in Company business or activities.

## **Responsibilities**

It will be the responsibility of everyone delivering training and receiving training to promote and uphold the objectives and Standards and Good Practice outlined in this policy.

Any person who feels that have not been treated equitably or have been discriminated against can make a complaint in accordance with the [Complaints Policy](#).