



Mercia Partnership

QP02 Equality and Diversity Policy

The Principles

Mercia Partnership is committed to eliminating discrimination and encouraging diversity amongst our workforce and learners. Our aim is that our workforce and learners will be truly representative of all sections of society and each person feels respected and able to give of their best.

The purpose of this policy is to provide equality and fairness for all in our employment and training, and not to discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexuality, religion or age. We oppose all forms of unlawful and unfair discrimination.

All employees and learners, whether part-time, full-time or temporary, 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 employees 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.

Equality of access and opportunity for all is one of the core values of our organisation, and we are committed to raising the profile of Equal Opportunities and being pro-active to ensure fairness to all. This policy applies to learners, staff and partners.

We are committed to ensuring that all of our strategies, policies, procedures and practices demonstrate impartiality and actively promote equality of opportunity particularly regarding gender, race, religion, stage of development, ability or disability, or sexual orientation.

We recognise our legal obligations with regard to the Equality Act 2010.

To achieve our Equal Opportunities Policy we:

- have a process of ongoing monitoring and review
- have a manager with Equal Opportunities responsibility
- provide appropriate training for staff at all levels
- communicate our policy to all of our staff and clients
- have established complaints procedures

Our commitment:

- To create an environment in which individual differences and the contributions of all our staff and learners are recognised and valued.

- Every employee and learner is entitled to an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all staff.
- Equality in the workplace is good management practice and makes sound business sense.
- We will review all our employment practices and procedures to ensure fairness.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- The policy will be monitored and reviewed annually.
- We will implement the intentions in this policy via an annual report assessing the current situation including an action plan identifying improvements, future objectives and proposed action