
STAGED

Equality and Diversity Policy

Staged is committed to promoting and valuing equality and diversity in all of our activities and services. The organisation welcomes and celebrates the diversity of the community in Biddulph/Staffordshire Moorlands and is strongly committed to achieving equal opportunities and access for all people and groups in society.

Staged is proud of the actions it takes to eliminate discrimination and prejudice to ensure inclusion and engagement for all the people who work and volunteer with the organisation or wish to use its services.

All Board members, staff, volunteers and independent contractors must adhere to this policy.

Equality is about making sure people are treated fairly and given fair chances. Diversity is about respecting and valuing all forms of difference in individuals and positively striving to meet the needs of different people. People with different backgrounds and attitudes bring fresh ideas and perceptions, and as a diverse organisation, Staged can draw upon the widest range of experiences, so that it can offer the best services possible and be a welcoming place to work and socialise.

However, diversity does not mean 'anything goes' – Staged does not encourage any particular attitudes or beliefs that contradict the organisation's goals.

Protected Characteristics

Staged will ensure that people (staff, trustees, volunteers and service users) are not discriminated, harassed or victimised on the basis of the following factors:

- Race
- Nationality
- Ethnic or National origin
- Gender/sex
- Marital status or pregnancy
- Religion or Belief
- Sexual orientation
- Disability
- Gender reassignment; or
- Age.

Staff and Volunteers at Staged will ensure that the following are offered fairly and objectively to all staff and volunteers, where applicable:

- Pay and benefits
- Training opportunities; and
- Workplace facilities.

Staged will ensure that the following recruitment practices are fair and objective:

- Advertising of vacancies
- Short-listing
- Interviewing; and
- Selection processes.

Staff and volunteers are expected to promote our equality and diversity values.

Service Users

Staged service users are wide and varied and access to its services will not be denied to any person on the basis of any of the protected characteristics listed above.

Staged will ensure that its activities are advertised fairly and openly to people.

Staged will ensure that its service users, whilst taking part in Staged activities, are free from discrimination, harassment, and victimisation.

Staged will promote the values of equality and diversity to its members.

Positive Action

Staged may take positive action in favour of certain groups when necessary and lawful to achieve greater equality for members of groups that are socially or economically disadvantaged, or who would otherwise face the consequences of past or present discrimination or disadvantage or to meet their needs.

Signed: *Sallman*

Print Name: S ALLMAN

Role: CHAIR.

Date:

Reviewed by board:

Next review: January 2023