



EQUALITY AND DIVERSITY POLICY

Policy Statement

Solution One Services is committed to encouraging diversity and eliminating discrimination in both its role as an employer and as a provider of services. Our aim is to create a culture that respects and values each other's differences, that promotes dignity, equality, and diversity, and one that encourages individuals to develop and maximise their true potential. We are committed wherever practicable to achieving and maintaining a workforce that broadly reflects the local community in which we operate.

Purpose

The purpose of this policy is to provide equality and fairness for all in our employment and not to discriminate on the grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion, or age. Solution One opposes all forms of unlawful and unfair discrimination.

All employees, trustees, and volunteers, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training, volunteering or any other benefit will be based on skills and ability.

Principles

Solution One Services commitment to Equality and Diversity is:

- To create an environment in which individual differences and the contributions of all our employees, trustees and volunteers are recognised and valued.
- To create a working environment that promotes dignity and respect for all. No form of intimidation, bullying or harassment will be tolerated.
- To ensure training, development and progression opportunities are available to all.
- To promote equality in the workplace, which it believes is good management practice and makes sound business sense.
- To regularly review all employment and volunteering practices and procedures to ensure that no job applicants, staff, trustees or volunteers are treated less favourably than others.
- To regularly review services to ensure they are accessible and appropriate to all groups within society.
- To treat breaches of the equality policy seriously and to take disciplinary action when required.
- To provide information and training to all employees, trustees, and volunteers so that they are fully aware of the issues relating to Equality and Diversity and their responsibilities relating to it.
- To develop an Equality Action plan, to ensure our Equality and Diversity policy is fully implemented.
- To ensure the policy is fully supported by the Executive Committee.
- To monitor and review the policy annually.



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Approved by

A handwritten signature in black ink, appearing to read 'Joanne Robinson', is positioned below the 'Approved by' text.

Joanne Robinson
Managing Director
17/03/2023