



EQUALITY AND DIVERSITY POLICY

Policy Statement

Solution One Services Limited 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 Services Limited 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 Limited is fully committed to meeting the requirements of the positive equality duties as outlined in the Equality Act 2010. Our approach encompasses a comprehensive framework designed to promote equality, eliminate discrimination and foster an inclusive workplace culture that values diversity.

We recognise that promoting equality is not just a legal obligation but also a fundamental aspect of our organisational values. Our equality and diversity policy reflects our commitment to creating a workplace where all employees feel valued and respected, regardless of their age, gender, race, disability, sexual orientation, religion, or any other characteristic protected under the Act.

To fulfil our positive equality duties, we have implemented several proactive measures as follows:

1. We utilise fair and transparent recruitment processes that attract a diverse pool of candidates. This includes removing biased language from job descriptions, using diverse interview panels, and actively reaching out to underrepresented communities.
2. We provide regular training for all employees, including management, on equality and diversity issues. This training enhances awareness of unconscious biases and empowers our staff to contribute to a more inclusive workplace.
3. We are committed to making reasonable adjustments for employees with disabilities, ensuring that they have equal access to opportunities and a supportive work environment.

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4. We regularly monitor our workforce demographics and the effectiveness of our equality policies. This includes collecting data on recruitment, retention, and promotion rates to identify any disparities and take corrective action as necessary.
5. We actively engage with our employees through surveys and focus groups to gather feedback on our equality initiatives. This input is crucial in shaping our policies and practices to ensure they meet the needs of our diverse workforce.
6. We have established clear procedures for addressing complaints of discrimination or harassment. Our grievance policies ensure that any reports are treated seriously, investigated promptly, and resolved effectively. We are committed to creating a safe environment where employees can voice concerns without fear of retaliation.
7. We foster an inclusive culture that encourages collaboration and respect among all employees. This includes celebrating diversity through events, training, and initiatives that promote understanding and appreciation of different backgrounds and perspectives.


Our Commitments:

Solution One Services Limited 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	Joanne Robinson, Managing Director
Signature	
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