**DIVERSITY AND EQUALITY POLICY**

**Our Diversity and Equality Policy is to:**

* Ensure that we recruit and train the very best staff, tutors and volunteers to ensure a quality delivery of our service.
* Value our staff, tutors and volunteers and the differences between them.
* Harness those differences to improve the delivery of our service.
* Ensure our Policies, Procedures and working practices are free from any form of unlawful or unfair discrimination.

**In carrying this out we will:**

* Eliminate any harassment or unjustifiable discrimination against anyone for any reason.
* Ensure the effectiveness of the policy by making it encompass all areas of our work
* Ensure that we make every effort to achieve equality of access to all sites used by the company.
* Regularly review our activities in the light of the need to achieve Diversity and Equality in all areas of our work.
* Ensure all staff, tutors and volunteers receive a copy of this policy.
* Work within the requirements of the Equality Act 2010.

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