

# Diversity Policy

Education Otherwise Association is registered as a Charity (1055120). The Charity is managed by a Board of Trustees. The Officers of the Board consist of a President, Management Chair, Service Chair and a Treasurer. Our postal address is 61 Bridge Street, Kington, HR5 3DJ.

## Introduction

Education Otherwise is dedicated to encouraging a supportive and inclusive culture; discriminatory behaviour by any individual, or any organisation will not be tolerated.

Education Otherwise considers it within the best interests of not only trustees, trustee associates, volunteers and contractors, but also society as a whole that we promote diversity and actively work to eliminate discrimination.

## Aim

Our aim is to ensure that all individuals with whom we have professional contact are respected and valued. We are opposed to all forms of unlawful and unfair discrimination.

## Statement of intent

Education Otherwise will not provide less favourable facilities, services, or communications to any individual on the grounds of:

- Age
- Disability
- Gender reassignment
- Marital status
- Civil partnership
- Pregnancy
- Maternity
- Race
- Ethnic origin
- Colour
- Nationality
- Religion
- Belief
- Sexuality
- Gender
- Sexual orientation.

Selection of trustees, trustee associates, volunteers or contractors will be based solely on aptitude, skills and competency.

Education Otherwise:

- Strives to create an environment in which individual differences and the contributions of all team members are recognised and valued.
- Strives to foster a working environment that promotes dignity and respect for every individual.
- Will not tolerate any form of intimidation, bullying, or harassment; offending parties may have their membership revoked, dismissal from post, or in extreme circumstances, reported to the relevant authority.
- Encourages anyone who feels that they have been subject to discrimination to raise their concerns with any trustee in order that appropriate action(s) can be taken.
- Will inform all of our trustees, trustee associates, volunteers and contractors that this equality and diversity policy is in operation and that they are obligated to comply with its requirements and promote fairness at all times.

This policy will also be drawn to the attention of funding agencies, stakeholders, customers, learners, and any individual or organisation with whom Education Otherwise has professional contact.

## Review

Education Otherwise's Equality and diversity policy was last reviewed on 9<sup>th</sup> July 2021 to ensure that equality and diversity is continually promoted in all we do.

*Policy reviewed 13<sup>th</sup> April 2024*