

Equality, Diversity and Inclusion Policy

The Nidderdale Plus Partnership is committed to providing services that are inclusive, embrace diversity and which promote equality of opportunity. As an employer we are also committed to equality and valuing diversity within our workforce. Our goal is to ensure that these commitments are embedded in our day to day working practices with all our customers, colleagues and partners.

We will provide equality of opportunity and will not tolerate discrimination on grounds of: age, disability, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex (including gender reassignment) and sexual orientation.

We will demonstrate our commitment by:

- promoting equality of opportunity and diversity within the communities in which we work and with all our partners and workforce
- treating our customers, colleagues and partners fairly and with respect
- promoting an environment free from discrimination, bullying and harassment, and tackling behaviour which breaches this
- recognising and valuing the differences and individual contribution that people make
- providing support and encouragement to staff to develop their careers and increase their contribution to the organisation through the enhancement of their skills and abilities.

All members of the Board of Trustees, staff and volunteers have a personal responsibility for implementing and promoting these principles in their day-to-day dealings with customers, with each other and with partners.

This policy will be monitored and reviewed by the Board of Trustees every three years. A copy will be made available to our partner organisations and will be posted on our website.

Approved at Trustee meeting held on 8th October 2024

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