

Equality, Diversity & Inclusion Policy



Gloucestershire Enterprise Ltd
Unit 3 Twigworth Court Business Centre, Tewkesbury Road,
Twigworth, Gloucester GL2 9PG

Tel: 01452 221777
Email: info@glosterprise.co.uk
www.glosterprise.co.uk

Gloucestershire Enterprise (GEL) is committed to creating a culture in which diversity and equality of opportunity are actively promoted and in which unlawful discrimination is not tolerated. We recognise the clear benefits of having a diverse community of staff, learners, associates and suppliers, and to this end we work continuously towards building and maintaining an environment which values diversity.

Policy Statement

GEL acknowledges the detrimental effects that discrimination has on people and is committed to challenging all forms of inequality. To this end, we aim to ensure that:

- all individuals are treated fairly, respectfully and with dignity, regardless of their age, marital status, disability, race, faith, gender, language, social/ economical background or sexual orientation
- all individuals, including learners, employees, associates and board members are afforded the opportunity to fulfil their potential
- we promote an inclusive and supportive environment for everyone
- we recognise the varied contributions made by individuals from diverse backgrounds and with a wide range of experiences to the achievement of the company's mission

Scope of the Policy

This policy applies to all staff (including Board members), learners and associates, as well as any other suppliers contracted to work at or for the company, including visitors.

Aims of the Policy and underpinning principles

The aim of this policy is to ensure that in carrying out its activities, Gloucestershire Enterprise will have due regard to:

- **promoting equality of opportunity** across all company activities
- **promoting good relations** between people of a diverse background
- **eliminating unlawful discrimination**

This policy is guided by the following principles, that:

- all staff, learners and visitors should enjoy a safe environment free from discrimination and harassment/bullying
- all learners and employees should have equal access to quality services that are made available by GEL and its partners
- all staff and learners should have equal access to opportunities for personal, professional or academic development and career, progression and promotion opportunities
- staff and learners should reflect the diversity of talent, experience and skills from the local, national and international pool from which it draws its students and workforce
- positive action initiatives continue to be used to redress inequalities and discriminatory practice
- all relevant stakeholders, including staff and learners, have the right to be consulted about GEL policy, procedures and practices and are encouraged to contribute to the decision making processes

Students and Studying

Because we value equality, diversity and inclusion all our courses give students:

- An unbiased insight into the subjects and activities;
- A broad view of how their course fits within the world;
- Skills to help them learn throughout their lives within a changing world;
- An equal opportunity to achieve their aspirations.
- Opportunities to discuss British Values in an open and safe environment.

And readiness for a world of work where:

- Students have a personalised study programme;
- Diverse teams are normal;
- Teamwork is highly prized;
- Flexible, open and creative minds are valued;
- Honesty and respect are natural attributes.

Harassment and bullying are not to be tolerated including the use of social media and digital technology. We guarantee you a safe, enjoyable and challenging learning experience through the following priorities in our Training Centre/Online Learning Platforms where:

- Safeguarding is a priority;
- Cohorts are mixed groups with learners from different industry sectors, and ethnic groups with respect for diversity
- We provide support to learners identifying LGBTQ+
- Harassment and bullying is not tolerated and online safety is promoted
- Students with additional learning needs feel safe and included all the time;
- Training sessions are hard work and enjoyable, inclusive and mature;
- Feedback to students is respectful and promotes a culture of improvement.

Staff and Working

Because we value equality, diversity and inclusion, GEL:

- Embeds GEL's values in everything we do;
- Values everyone's work and takes concerns seriously;
- Promotes a healthy and considerate balance between work, home and study life

We know diverse teams produce more creative thinking, sharper problem-solving and better results all round. We are better together and foster collaborative and inclusive working. We know that any form of discrimination can intrude into the workplace in both blatant and subtle ways. To counter this possibility, we promote a culture where, for example:

- Discrimination of LGBTQ+ is not acceptable;
- Minority ethnic staff are not expected to be cultural experts;
- Sexualised talk about women and men does not happen.
- Harassment and Bullying are not tolerated in any form.

In the workplace:

- Staff support one another through partnership working;
- Deadlines are set with consideration for others;
- Opportunities are available for flexible working;
- Managers are honest, open and supportive – and staff are accountable.

Leadership Team

Senior leaders promote equality and diversity and inclusion through role modelling the values in their day to day work. This means managers who, for example:

- Role model both the Company and British values;
- Meet staff on a regular basis to inform and update them;
- Fulfil their promises and tackle problems, mindful of how this affects others;
- Are clear in direction and expected outcomes;
- Use a collaborative and consultative style of managing –
- Encourage involvement of all staff in continuous improvement to encourage creativity
- Promote a culture where everyone can talk about equality with fluency and ease;
- Consult with others so decision making is not too narrowly focussed.

Implementation of the Policy

The successful implementation of all strands of this policy relies on the mainstreaming of equality and diversity issues within the strategic planning process. This will be achieved through the implementation of actions following Board meetings, Governance meetings, Staff meetings.

Responsibilities

The Managing Director is responsible for:

- fostering a culture in which compliance with this policy is regarded as integral to the work of the area and in which equality and diversity issues are actively promoted
- producing and implementing action plans
- ensuring staff and learners are encouraged, supported and enabled to reach their full potential
- identifying appropriate staff development for themselves and their staff to meet the needs of the company

Staff are responsible for:

- supporting and implementing the aims of this policy
- promoting equality of opportunity
- contributing to an environment free of fear or intimidation and which celebrates diversity
- ensuring that their behaviour and actions do not amount to discrimination, harassment, bullying or victimisation in any way

Breach of the Policy

GEL will take seriously any instances of non-adherence to the Equality and Diversity policy by learners, staff, associates or visitors. Any instances of non-adherence will be investigated and where appropriate will be considered under the relevant disciplinary policy for staff or learners. With regard to any breach of the policy by visitors, GEL will take appropriate action in relation to the nature of the incident.

Monitoring and Review

The Managing Director will monitor recruitment performance. This policy will be reviewed annually.

Relevant Legislation

Gloucestershire Enterprise will implement its Equality and Diversity Policy in accordance with current legislation and codes of practice referenced in The Equality Act 2010