

Association of Business Mentors

Equality Statement

Equality is about creating a fairer society where everyone can participate and fulfil their potential. It is about ensuring that individuals or groups of individuals are treated fairly and equitably, and in a way that is appropriate to their needs. Equality is often used interchangeably with equal opportunities and protects people from being discriminated against on the grounds of group membership, i.e. sex, race, disability, sexual orientation, religion, belief, gender reassignment, maternity/paternity or age.

In promoting equality, the Association should remove discrimination in all of the aforementioned areas and protect employees and service users against bullying, harassment and victimization. Diversity describes the range of visible and non-visible differences that exist between people. It is about valuing and taking into account individual and group differences and placing positive value on diversity in employment and service delivery. It is essential that individual and group diversity is considered in order to ensure that everybody's needs and requirements are understood and responded to within employment practice and service design and delivery. Recognising equality and diversity principles and putting in place equality and diversity policies/strategies and initiatives will enable us to comply with antidiscrimination legislation but it also facilitates the provision of accessible services and inclusive working environments.

These terms have been defined below. Please take a moment to read these definitions before starting the survey.

Fairness:

Fairness is the quality of being reasonable, right, and just.

Respect:

Respect is having due regard for the feelings, wishes, or rights of others.

Equality:

Where every person has equal rights and every person has a fair chance. It's an approach where there is recognition that different people have different starting points.

Diversity:

Diverse means different. We are all different so diversity includes us all. The concept of diversity encompasses acceptance and respect. It means understanding that each individual is unique, and recognising our individual differences.

Inclusion:

Where every person feels respected, valued and that they fit in with organisational culture.

Engagement:

Engagement is based on trust, integrity, two way commitment and communication between an organisation and its members.

Signed

Chair – November 2020