

# Equality, Diversity and Inclusion Policy

**Equality, diversity, and inclusion** are three concepts that are often used together to promote a more inclusive and equitable workplace. **Equality** refers to ensuring that everyone has equal access to opportunities and is treated fairly, regardless of their background or characteristics. **Diversity** is about recognizing and valuing the differences between people. **Inclusion** is about creating a work environment where everyone feels valued and respected, and where everyone has the opportunity to contribute and succeed.

## Purpose of Policy:

Spinnaker is dedicated to encouraging a supportive and inclusive culture amongst the whole team. Our aim is that all employees and volunteers, as well as job applicants, are given equal opportunity and that our organisation is representative of all sections of society. Each employee and volunteer will be treated fairly and with respect so that everyone can contribute and are able to give their best as a result.

This policy reinforces our commitment to not show discrimination because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality and ethnic or national origin), religion or belief, sex or sexual orientation.

When selecting candidates for employment, promotion, training, or any other benefit, it will be on the basis of their aptitude and ability. All employees will be given help and encouragement to develop their full potential and utilise their unique talents. Therefore, the skills and resources of everyone will be fully utilised and we will maximise the benefits of strong teamwork within the organisation.

## Our Commitment is to:

- To create an environment in which individual differences and the contributions of all team members are recognised and valued.
- To create a working environment that promotes dignity and respect for everyone.
- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.
- To make training, development, and progression opportunities available to all staff.
- To promote equality, diversity and inclusion in the workplace, which is good management practice and makes sound business sense.

- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures if appropriate and facilitate change.
- To encourage employees to treat everyone with dignity and respect.
- To regularly review all our employment practices and procedures so that fairness is maintained at all times.

**All Spinnaker Trust policies and procedures can be found on the team page of our website:**  
[www.spinnaker.org/team/policies](http://www.spinnaker.org/team/policies)

**Date Last Updated:**

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