

R2 Potential CIC

Equality, diversity and inclusion policy

Policy statement

R2 Potential CIC (r2p) recognises that providing equality of opportunity, valuing diversity and promoting a culture of inclusion are vital to its success.

We want our clients and people using our services (eg. those attending training courses) to reflect the diversity of the regional, national and international communities that we serve and influence. The company aims to be a place where people can be free to be themselves, no matter what their identity or background.

By creating a working, learning and social environment in which individuals can utilise their skills and talents to the full, without fear of prejudice or harassment, we aim to create a culture where everyone can reach their fullest potential.

We will ensure that equality is embedded in all of our activities, policies and decisions and will work with our partners to share good practice.

Scope

This policy applies to all current and potential clients of the company on and visitors or contractors who visit our premises. It covers discrimination on the basis of age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion and/or belief; sex; or sexual orientation as set out in the Equality Act (2010).

Commitment

Equality is at the heart of the company's approach. Our aim is to encourage people to make full use their talents and skills by creating an open and inclusive workplace culture where people from all backgrounds can work together with dignity and respect.

We will take active steps to fulfil our responsibilities and promote good practice by:

- Complying with legal obligations in a transparent manner
- Publishing this policy on our website
- Assessing the impact of policies and practices to identify, remove or mitigate any disadvantage to under-represented groups
- Taking measures to eliminate discrimination
- Fostering good relations between persons who share a protected characteristic and persons who do not
- Making sure reasonable adjustments are made, as appropriate, to enable disabled participants to overcome barriers in the working, learning and social environment

- Requiring that learning and teaching material, where practical, includes positive, diverse, non-stereotypical content
- Dealing with potential and actual acts of discrimination, harassment and bullying appropriately and taking appropriate action where necessary.

Responsibilities

All members of the company have a responsibility to promote the aims of this policy.

RDPI's coordinator will coordinate the measures set out throughout this policy to ensure its effectiveness.

Monitoring and review

This policy will be reviewed on annual basis to ensure that it reflects best practice and current legislation.

Complaint procedures related to equality, diversity and inclusion

RDPI expects all members of its community to treat others equitably, with dignity and respect. Any participant who believes they have been discriminated against, harassed or bullied have the right to make a complaint free from victimisation or fear of retaliation.

When making a complaint, normally the matter should be raised informally at the time in the first instance with the client organisation.

Making a complaint does not prejudice an individual's rights.

We aim to support and protect anyone who makes a complaint, or who acts as a witness, under these procedures from victimisation or retaliation.