**EMPOWER ME TOGETHER**

**EQUALITY AND DIVERSITY POLICY**

Our commitment to equality, diversity and inclusion

Empower Me Together is committed to promoting equality, diversity, and inclusion in all aspects of its work. This policy outlines our commitment to creating an environment that respects and values the diverse backgrounds, experiences, and identities of all individuals associated with our organisation.

**1. Purpose**

The purpose of this policy is to:

Ensure that equality, diversity, and inclusion are integral to our organisational culture.

Promote a working environment free from discrimination, harassment, and bias.

Encourage equal opportunities for all, irrespective of background, identity, or circumstance.

**2. Scope**

This policy applies to all employees, volunteers, contractors, and participants associated with Empower Me Together, regardless of their role or level of engagement.

**3. Key Principles**

Empower Me Together adheres to the following key principles:

**Equal Opportunities:** We provide equal opportunities for all individuals, irrespective of age, disability, gender identity, marital status, race, religion, sexual orientation, or any other characteristic protected by law.

**Inclusive Practices:** We actively promote inclusivity by valuing and respecting the diversity of our workforce, volunteers, and participants.

**Non-Discrimination:** Discrimination, harassment, or victimisation on the basis of any protected characteristic is strictly prohibited.

**4. Responsibilities**

Empower Me Together is committed to promoting equality and diversity at all levels of the organisation. Responsibilities include:

Leadership Commitment: The leadership team is committed to fostering an inclusive culture and will lead by example.

Contractors, Employee and Volunteer Responsibilities: All employees and volunteers are expected to adhere to this policy and actively contribute to creating an inclusive environment.

Reporting Procedures: Individuals are encouraged to report any incidents of discrimination, harassment, or bias promptly and confidentially.

**5. Recruitment and Selection**

Empower Me Together is dedicated to ensuring a fair and unbiased recruitment and selection process. Decisions will be based on merit, skills, and qualifications, and efforts will be made to eliminate unconscious biases from the process.

**6. Training and Development**

We provide training and development opportunities for staff and volunteers to enhance awareness and understanding of equality and diversity issues. This includes initial diversity training for employees, volunteers, and those in leadership roles.

**7. Flexible Working**

Empower Me Together acknowledges the benefits of flexible working arrangements and is open to discussions around reasonable adjustments to accommodate individual needs.

**8. Monitoring and Review**

We regularly monitor the implementation of this policy and undertake periodic reviews to ensure its effectiveness. Feedback from employees, volunteers, and participants will be actively sought and used to inform improvements.

**9. Communication**

This policy will be communicated to all employees, volunteers, and participants. It will be made accessible on our website and other relevant communication channels.

**10. Grievance Procedure**

A clear and confidential grievance procedure will be in place for individuals to raise concerns about any breaches of this policy.

**11. Review and Updates**

This policy will be reviewed annually and updated as necessary to reflect changes in legislation, best practices, and the evolving needs of Empower Me Together.