

Equality, Diversity and Inclusion Policy

1. Policy Statement

Charlton Premier Skills is committed to fostering an inclusive, respectful, and equitable environment for all staff, volunteers, participants, and stakeholders. We value diversity and actively oppose discrimination, ensuring everyone is treated with dignity and fairness regardless of:

- Age
- Disability
- Gender identity or expression
- Marriage/civil partnership status
- Pregnancy or maternity
- Race, ethnicity, or nationality
- Religion or belief
- Sex or sexual orientation
- Socio-economic background
- Trade union membership

We strive to reflect the diversity of the communities we serve in our workforce and programs.

2. Our Commitments

For Staff & Volunteers

- **Recruitment & Progression:** All opportunities (employment, promotion, training) are based on merit, aptitude, and ability.
- **Workplace Culture:** Zero tolerance for bullying, harassment, or discrimination. Concerns can be raised via our [Grievance Policy].
- **Development:** Tailored support to help all team members reach their potential.

For Participants & Families

- **Access:** Programs are designed to be inclusive, with reasonable adjustments made for disabilities or additional needs.
- **Respect:** All participants are valued equally, and discriminatory behaviour is challenged.

For Partners & Stakeholders

- **Collaboration:** We work with organisations that share our commitment to equality.
- **Transparency:** This policy is shared with funders, suppliers, and community partners.

3. Responsibilities

Role	Actions
Trustees	Ensure policy compliance and allocate resources for implementation.
Managers	Lead by example, address concerns promptly, and promote inclusive practices.
All Team Members	Treat others with respect and challenge inequality.
Safeguarding Lead	Monitor incidents and oversee annual policy reviews.

4. Implementation & Monitoring

- **Training:** Mandatory equality and diversity training for all staff/volunteers.
- **Reporting:** Confidential channels for raising concerns (see [Whistleblowing Policy]).
- **Review:** Annual assessment of recruitment data, participant feedback, and incident reports to identify areas for improvement.

Approved by:

Dennis Ssemwogerere
Director of Programmes
Charlton Premier Skills
19/04/2025

Contact for Concerns:

Equality Officer

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This policy underpins our mission to empower young people through skills development in an environment free from discrimination.

Linked Policies:

- [Safeguarding Policy]
- [Grievance Procedure]
- [Safer Recruitment Policy]

Last Updated: 19/04/2025

Next Review Date: 19/04/2026