



Equality, Diversity & Inclusion Policy Statement

Challenging discrimination, advancing equality, celebrating diversity and promoting inclusion

The Ridges’ Equality, Diversity and Inclusion Policy commits us to ensuring that there is no unjustified discrimination in the recruitment, retention, training and development of staff, students or volunteers on the basis of age, disability, gender including transgender, HIV/AIDS status, marital status including civil partnerships, pregnancy and maternity, political opinion, race/ethnicity, religion and belief, sexual orientation, socio-economic background, spent convictions, trade union activity or membership, work pattern, on the basis of having or not having dependants, or on any other grounds which are irrelevant to decision-making.

Our Equality Policy takes account of relevant legal standards. We aim to abide by and promote equality legislation by following both the letter and the spirit of it in this area. We try to avoid unjustified discrimination which we recognise is a barrier to equality, diversity, inclusion and human rights.

The Ridge is committed to:

- understanding, valuing and working constructively with diversity to enable fair and full participation in our work and activities;
- ensuring that there is no unjustified discrimination in our recruitment, selection, performance management and other processes;
- ensuring action that promotes equality; this includes conducting equality screening and impact assessments of policies and functions and progressing diversity action plans;
- treating individuals with whom we work with fairness, dignity and respect;
- playing our part in removing barriers and redressing imbalances caused by inequality and unjustified discrimination.
- Promoting a learning environment free from any actions that might be construed as discriminatory
- Challenging any actions which do not comply with our policies and dealing with complaints in an open, sympathetic and honest manner

All staff are required to ensure their behaviour is consistent with this policy. We also require that clients, customers, partners and suppliers be made aware of this policy and operate within it.

The Ridge will review the policy at least every three years to help ensure it reflects good practice and new legal and regulatory developments.

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Applicability

Unless stated otherwise all parts of The Health and Safety Policy of The Ridge SCIO shall be deemed applicable to The Ridge Foundations CIC, The Ridge Cafe CIC and The Ridge (Scotland) CIC. Any reference to 'The Ridge' may be assumed to include all organisations as noted above.

Authorisation

This policy shall be authorised by virtue of a majority acceptance of the Board of The Ridge SCIO.

Signed:-

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