



Shakespeare Walk Adventure Playground
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Equality, Inclusion and Diversity Policy

STATEMENT OF POLICY

1. The terms equality, inclusion and diversity are at the heart of this policy. 'Equality' means ensuring everyone has the same opportunities to fulfil their potential free from discrimination. 'Inclusion' means ensuring everyone feels comfortable to be themselves at work and feels the worth of their contribution. 'Diversity' means the celebration of individual differences amongst the workforce. We will actively support diversity and inclusion and ensure that anyone who works for us is valued and treated with dignity and respect. We want to encourage everyone in our business to reach their potential.
2. We recognise that discrimination is unacceptable. Equality of opportunity is a feature of our practices and procedures and we operate a formal policy. Breaches of the policy will lead to investigation and, if appropriate, further action.
3. The aim of the policy is to ensure no-one who provides services for the Company is discriminated against either directly or indirectly on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation.
4. The Company will ensure that the policy is circulated to any agencies who supply work-seekers to us and a copy of the policy will be made available for all workers and made known to all applicants for work.
5. The policy will be communicated to all contractors reminding them of their responsibilities towards equality of opportunity.
6. The Company will maintain a neutral working environment in which no worker feels under threat or intimidated.