



## Equality & Diversity Policy

Sparks is committed to eliminating discrimination and encouraging diversity amongst our workforce and membership. Our aim is that our workforce will be truly representative of all sections of society and each team member is treated with respect.

The purpose of this policy is to:

- Promote equality and fairness for all in our employment, partnerships and company conduct
- Prevent any discrimination on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age. We oppose all forms of unlawful and unfair discrimination.

All team members, whether part-time, full-time, freelance or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability under our fair Safer Recruitment practices.

All team members will be supported and encouraged to develop their full potential, with access to equal opportunities through management, training and CPD programmes.

We will conduct regular training for team members on issues of Equality and Diversity and speak regularly with our team on these issues.

### We commit to:

- create an environment in which individual differences and the contributions of all our staff are recognised and valued
- create a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment is acceptable.
- Offer equal training, development and progression opportunities are available to all team members. All team members are actively encouraged to take part
- belief in the principle that equality in the workplace is good management practice and makes sound business sense. This will inform all our activities and the development of other policies
- review all our employment practices and procedures regularly to ensure fairness
- breaches of our equality policy by team members will be treated as misconduct and could lead to disciplinary proceedings.
- review this policy annually. It was last updated in May 2020.