

# EDUCATION FOR INDUSTRY AWARDS

## Equality, Diversity and Inclusion Policy

Version 1.0



## Equality, Diversity and Inclusion Policy

### Purpose

The purpose of this policy is to outline and clarify our commitment to equality, diversity and inclusion.

Our organisational purpose is to promote and raise the standard of talent for industry. The way we support this goal is through the fairness and integrity of our work, and by extending our service to anyone who would benefit, regardless of their background or features of their personal identity. This goal is primarily and best achieved by creating a workplace environment that is free from unlawful discrimination and, beyond this, any impediments to personal expression or identity that do not obstruct progress to our organisational goals.

The principles of fairness and equality of opportunity will be rigorously adhered to in everything that we do, including our assessment, recruitment and internal progression practices.

### Scope

This policy applies to all areas of operation including but not limited to:

- The conduct of all employed staff and contractors.
- All practices underpinning recruitment, training and promotion.
- All aspects of our assessment practice, including our monitoring and quality assurance practices.
- All policies, processes and procedures.

In the event of a violation of the principles in this policy, action will be taken through the appropriate operational policy governing the specific circumstances, e.g. those relating to access to assessment, complaints, safeguarding, etc.

### Commitment

This policy underlines our commitment to the following principles:

- That our ambitions will be best achieved by fostering a culture focused on organisational goals where the promotion of free and open expression is actively encouraged. There will be no tolerance of bullying, harassment, victimisation or unlawful discrimination of any kind.
- Adherence to the principles of equality of opportunity in the recruitment and promotion of staff, making training, development and promotional opportunities available to all.
- A workplace that is free from any unlawful discrimination against individuals with protected characteristics as defined by the Equality Act 2010: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation. Any complaint or issue arising of this nature will be investigated under the appropriate procedure and may lead to dismissal.
- To anticipate in the way we design, deliver and award assessments for candidates with protected characteristics anything that may unfairly disadvantage their outcomes, and take steps to enable accommodations to reduce or eliminate these wherever possible.
- To, wherever possible, monitor the protected characteristics of our workforce and candidate base, investigating patterns of apparent inequity between groups and take action to change practices where they are found to be contributory factors.
- To promote this policy and the principles underpinning it to all staff.



### **Responsibilities**

Implementation of this policy is the responsibility of all staff.

Management are responsible for making opportunities to promote the principles and practices referenced in this policy. This includes recognising, preventing and taking action in response to unacceptable behaviour or otherwise in response to non-adherence to our stated commitments.

### **Raising an Issue**

If you feel any aspect of our commitment to equality, diversity or inclusion has not been met, please raise this in the first instance by emailing [policy@efiawards.co.uk](mailto:policy@efiawards.co.uk).

### **Review**

This policy will be reviewed at least annually.