

COMMITMENT TO EQUALITY & DIVERSITY

1. Introduction

Adapt IQ is committed to the principle of equality of opportunity for all in employment and service delivery. We take pride in our increasingly diverse community and all the cultural richness that it brings with it. This statement outlines our commitment to Equality and Diversity in the Workplace. It sets out our intention to create an environment in which everyone in Adapt IQ can take full part in the social, cultural and economic wealth the business.

2. Statement of Intent

Adapt IQ recognises that certain groups in society have historically been disadvantaged on account of unlawful discrimination they have faced on the basis of their race, gender, disability, religion/belief, sexual orientation or age. We will put in place a range of actions to eliminate prejudice, unlawful discrimination and victimisation within our workforce.

We intend to achieve all its targets in respect of the equalities agenda and become recognised as a leader on equalities.

3. Our Aim

We want to see a strong sustainable and cohesive community in Adapt IQ. We will continue to develop and promote policies and systems that make sure that the Adapt IQ and our workforce are not unlawfully discriminated against.

Our aims are to:

- promote equality of opportunity
- eliminate unlawful discrimination, and
- promote good relations between people from different backgrounds

4. Objectives

Equal and appropriate treatment in employment, training and recruitment opportunities:

We will put in place a range of actions aimed at tackling prejudice and celebrating diversity within our workforce. This will be achieved by:

- Developing a workforce which reflects the community at all levels;
- Making sure that all employees understand their responsibilities under this statement;
- Making sure that all employees know about their rights of protection from unlawful discrimination, harassment, bullying or victimisation;
- Developing and promoting policies which give everyone equal access to employment and opportunities;
- Setting performance targets so we can measure our progress.

5. Responsibilities

Adapt IQ is an equal opportunities employer. In order to support this public commitment managers and staff play a key role in ensuring that our services and practices do not give rise to unlawful discrimination of any kind and that we have a shared understanding of the relevant issues and how best to deal with them.

All employees of Adapt IQ are expected to comply with our values of promoting equality and diversity and treat colleagues and service users with dignity and respect at all times. This commitment must be evidenced in practice. Any behaviour that falls below these standards is unacceptable to Adapt IQ and potentially constitutes misconduct.

Managers are expected to:

- Be at the forefront of best practice on equalities within their respective areas;
- Mainstream equalities within their respective service areas;
- Set equality targets, monitor outcomes and develop relevant action plans;

- Review all service functions to ensure elimination of unequal treatment of staff and services users;
- Raise equality-related issues with their staff and senior colleagues;
- Encourage leadership on equalities amongst their staff and service users;
- Train staff on equalities issues;
- Consider making local changes to improve the at-work experience for staff;
- Monitor service provided on our behalf by contractors and other parties;
- Evidence consultation carried out with staff and service users;
- Make guidance readily available to staff;



The mainstreaming of equalities is part of a pro-active agenda. This demands proactive thinking, planning and action.

6. Implementation, Monitoring and Evaluation

The Plan sets out the arrangements for taking action on individual tasks that will help deliver the broad aims set out in this statement. We will set clear deadlines and give responsibility to named officers who will be accountable for the implementation of the given tasks.

With the help of feedback from our community groups, service users and employees, we will continue to develop arrangements to monitor, review and evaluate the effectiveness of our employment and service delivery policies. If our monitoring reveals any gaps in our policies, we will take necessary action.