



Equality, Diversity and Inclusion Policy

Aims

Through its work, Nurture Space Ltd aims to –

- Eliminate discrimination and all other conduct that is prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

As an employer, Nurture Space Ltd aims to –

- Provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time
- Not unlawfully discriminate because of the Equality Act 2010 protected characteristics outlined below.
- Oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities

Protected Characteristics:

We expect all members of staff working for Nurture Space Limited to behave in a way which respects the protected characteristics of the Equality Act 2010. The protected characteristics within this act are as follows:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex and sexual orientation

Accessibility

Nurture Space Ltd does not own or operate its own venue but is committed to running its activities within venues that are fully accessible to its staff and clients. Nurture Space Ltd regularly reviews the physical environments that it uses and considers what reasonable and proportionate steps can be taken to alleviate any substantial disadvantage caused to disabled staff and clients. Nurture Space

Ltd will enter into meaningful and open dialogue to try and resolve any difficulties that staff and clients may face.

Working with children:

Through the work that Nurture Space Ltd conducts with children, the aim is to promote role models and heroes that young people positively identify with, who reflect and broaden diversity in terms of race, gender and disability etc. Our aim is to inspire, motivate and help shape children's character and personality as they grow. To help children to recognise appropriate behaviour and try to acquire admirable qualities by seeing examples of successful people from all walks of life.

Staff working with children will aim to engage in positive discussions on diversity and promoting the idea that it is possible for everyone to achieve their goals in life regardless of race, gender or disability.

Diversity, Inclusion and respect

When working with our clients, Nurture Space Ltd is committed to -

- Making the children and young people feel valued and good about themselves.
- Ensuring that children and young people have equality of access to learning that meets their needs.
- Making reasonable adjustments to the environment and resources to accommodate a wide range of learning, physical and sensory impairments.
- Avoid using all materials that promote stereotypes or derogatory images.
- Creating an environment of mutual respect and tolerance.
- Support children and young people to understand that discriminatory behaviour and remarks are unacceptable.

As an employer –

- Encourage equality, diversity and inclusion in the workplace as they are good practice and make business sense
- Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

This commitment includes training managers and all other employees about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public

- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

- Make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
- Decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
- Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
- Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

The equality, diversity and inclusion policy is fully supported by management.

Details of the organisation's grievance and disciplinary policies and procedures can be attained via emailing: ruthmoor22@gmail.com

Use of the organisation's grievance and/or disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.

Policy Date: August 2024

Policy Review: August 2025

Policy produced by – Ruth Moor (Director of Nurture Space Ltd)

Signed:

