

Equality, Diversity & Inclusion Policy

Policy Statement:

IHGS is committed to promoting equality, diversity, and inclusion in all aspects of its work, in line with the Equality Act 2010. The organisation values diverse perspectives and ensures fair treatment for employees, students, service users, and contractors, regardless of characteristics such as age, disability, race, gender, religion, or sexual orientation.

Aims & Responsibilities:

- Eliminate discrimination and promote inclusivity.
- Ensure fair treatment, dignity, and respect for all.
- Provide equal access to opportunities and a safe working environment.
- Senior management is responsible for implementing the policy, while all employees must adhere to it.

Equality in the Workplace:

- Recruitment, promotion, and training are based solely on merit.
- A diverse workforce reflecting the community is encouraged.
- Harassment, bullying, and discrimination are not tolerated.
- Reasonable adjustments are made for employees with disabilities.

Service User Commitment:

- Accessible and inclusive services are provided.
- Complaints of discrimination are taken seriously and handled promptly.

Training & Development:

- Employees undergo equality and diversity training.
- Continuous professional development is promoted.

Complaints & Enforcement:

- Concerns can be reported confidentially
- Breaches of this policy may result in disciplinary action.

Monitoring & Review:

- The policy is reviewed annually to ensure compliance with legislation.
- Data is monitored to identify and address inequalities.