

# Equal Opportunities Policy Statement

Last review: January 2022 | Next review: January 2025



**The Democracy School** is committed to promoting equality of opportunity and inclusion across the organisation's work. To achieve this, the School understands and approaches diversity in its broadest and most inclusive sense. This includes differences defined by the 'protected characteristics' of the UK Equality Act 2010: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion/belief, sex and sexual orientation. The School further acknowledges differences that cut across social and cultural categories but are equally significant to equality of opportunity and inclusion such as health, education, economic and material disadvantage.

The Democracy School will undertake all its functions and activities in a manner that makes its programmes and opportunities accessible to all. Wherever possible the School will proactively address issues of under-representation and inclusion within its resources and remit.

## Governance, fellows and associates

The School will strive to ensure that:

- all opportunities for being involved in the School aim to reflect a balance in terms of the protected characteristics outlined above
- all fellows and associates are treated with respect and fairness
- all aspects of the selection procedures are free from bias
- equality monitoring forms are part of every application process

## Broader learning and participation programmes

The School will seek to:

- ensure that its equal opportunities policy is fully reflected in its learning and participation programmes
- achieve participation in its projects by involving a wide range of people from protected characteristics as appropriate
- ensure that all participants are treated with respect and fairness, and enabled to take responsibility for their own engagement with any projects

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## Project partners

The School seeks to involve as wide a range of partners in its activities through

- recognition of the diversity of the partners
- creating literature and publicity which is free from bias, gives clear information and attracts interest
- using translation to clarify information when appropriate
- creating opportunities for those with diverse needs to participate in work
- aiming to provide suitable technical equipment to support participation by those with sensory impairment
- working within the demands of the diversity and equality policies of partners, for example demonstrating 'due regard' to the public sector Equality Duty when working with public sector organisations in the UK

The Democracy School will regularly review its procedures and selection criteria to ensure that individuals are selected, promoted and otherwise treated according to their relevant individual abilities and merits.

The School is committed to the implementation of this policy and to a programme of action to ensure that the policy is, and continues to be, fully effective. The overall responsibility for the policy lies with the Director of the School. However, all fellows and associates are required to comply with the policy and to act in accordance with its objectives so as to remove any barriers to equal opportunity.

Any act of discrimination or any failure to comply with the terms of the policy will result in disciplinary action.