

## **Equality, Diversity & Inclusion Policy**

Beyond the Box Student is committed to encouraging a supportive and inclusive culture amongst our colleagues and students alike. It is within our best interest to promote diversity, eliminate discrimination in the workplace, within our accommodation and allow everyone to be able to reach their full potential.

Our aim as an employer and operator is that our organisation is representative of all sections of society. Each employee, resident and visitor will be respected and valued and able to give their best as a result.

This policy reinforces our commitment to providing equality and fairness to all in our students, colleagues and visitors, sub-contractors and not to provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex, sexual orientation and any protected characteristics. We are opposed to all forms of unlawful and unfair discrimination.

The welfare of all students at Beyond the Box is of the highest priority. Our student support network aims to secure the personal development, physical and mental well-being, and welfare of all students, supporting them in realising their potential and are not in any way disadvantaged because of who they are.

We are opposed to all forms of unlawful and unfair discrimination. Our Policy Aims All employees, no matter whether they are part-time, full-time, or temporary, will be treated fairly and with respect. When we select candidates for employment, promotion, training, or any other benefit, it will be on the basis of their aptitude and ability. All employees will be given help and encouragement to develop their full potential and utilise their unique talents. Equality is an important part of our recruitment and selection policies and processes, and we require all those undertaking selection decisions to have appropriate and up to date training in support of this. Advertisements, whether internal or external (this includes all media – e.g. printed and online – leaflets, posters, and other aids, visual or non-visual) must not indicate or appear to indicate an intention to unjustifiably discriminate on the grounds we have identified within this policy. We must not confine our advertising to areas or publications which would unjustifiably exclude or disproportionately reduce the number of applicants of a particular age, minority community, gender, marital or civil partnership status, sexual orientation, religion or belief, political opinion, race/ethnicity, disability and/or carer status.

We recognise that globally, people face discrimination, marginalisation, and reduced opportunities because of their socio-economic background. Employment, education and the quality and nature of health care, housing, access to international opportunities and our services, for example, is determined by socio-economic background. We are committed to providing opportunities for people from socially disadvantaged backgrounds to be employed and to participate in our programmes, events, classes, and activities wherever possible. We



aim to realise this commitment through reviewing criteria to ensure that unnecessary requirements are not in place and seeking opportunities to widen participation in employment and our activities. Therefore, the skills and resources of our organisation will be fully utilised, and we will maximise the efficiency of our whole workforce.

Commitments: To create an environment in which individual differences and the contributions of all team members are recognised and valued. To create a working environment that promotes dignity and respect for every employee.

- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.
- To make training, development, and progression opportunities available to all staff.
- To promote equality in the workplace
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- To encourage employees, visitors & residence to treat everyone with dignity and respect.
- To regularly review all our employment practices and procedures so that fairness is maintained at all times. Regularly review our booking process and procedures so that fairness is maintained at all times.

Beyond the Box Student will inform all employees that an equality and diversity policy is in operation and that they are obligated to comply with its requirements and promote fairness in the workplace.

The policy will also be drawn to the attention of funding agencies, stakeholders, residents, visitors, sub-contractors, and job applicants.

Beyond the Box Student Equality, Diversity & Inclusion policy is fully supported by senior management and has been agreed with trade unions and/or employee representatives. Our policy will be monitored and reviewed annually to ensure that equality and diversity is continually promoted in the workplace.

Updated 27<sup>th</sup> February 2024, next update due 1 April 2025