

## Equality and Diversity Policy

### Background

- Play2Support Ltd recognises that in our society power is not held equally and that groups and individuals have been and continue to be discriminated against on many grounds including, for example, race, sex, age, disability, sexual orientation, class, religion, marital status and where they live.
- Play2Support Ltd also recognises that where direct or indirect discrimination occurs within Play2Support Ltd, it is both morally and legally unacceptable.
- The purpose of this Equality and Diversity Policy is to set out clearly and fully the positive action Play2Support Ltd intends to take to combat direct and indirect discrimination in the organisation, in the services it provides and in its relationships with other bodies.
- In adopting this Equality and Diversity Policy, Play2Support Ltd is also making an unequivocal commitment to implementing it, so as to ensure that equal opportunity becomes a reality.

### Code of Conduct

- People will be treated with dignity and respect regardless of race, nationality, gender, sexual orientation, gender reassignment, disability and/or age.
- At all times people's feelings will be valued and respected. Language or humour that people find offensive will not be used, for example sexist or racist jokes or terminology which is derogatory to someone with a disability.
- No one will be harassed, abused or intimidated on the ground of his or her sex, including pregnancy and maternity, marital/civil partnership status, gender reassignment, race, disability, religion/belief or political opinion, sexual orientation, age, trade union membership or non-membership or status as a fixed-term or part-time worker.

### Code of Practice

As far as possible for all users of [www.play2support.co.uk](http://www.play2support.co.uk) Play2Support Ltd will:

- ✓ Use written language that is easy to read, unambiguous and without bias;
- ✓ Use images that are non-discriminatory;
- ✓ Use colours and layouts that make the content accessible.

For all staff and consultants associated with the company Play2Support Ltd will:

- ✓ Take all incidents of bullying, harassment and abuse seriously;
- ✓ Investigate them thoroughly and, where possible, provide opportunities for the situation to be resolved for the benefit of all those involved;
- ✓ Implement a warning system culminating in dismissal or termination of contract for serious and/or repeated infringements;
- ✓ Apply this policy when recruiting staff or contracting consultants/organisations providing other services.

All staff and consultants associated with Play2Support Ltd will have this Equality & Diversity Policy explained to them and will undertake to comply with and implement this policy.

Signed:



Date: 1st February 2017

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Company Director