



The PASA Equality and Diversity Policy is dedicated to encouraging a supportive and inclusive culture amongst the whole workforce and to promote diversity and eliminate discrimination in all areas of our activity. Our aim is to ensure that all employees and job applicants, and people benefiting from our activities are given equal opportunity, respect and value and that our organisation is representative of all sections of society. This policy reinforces our commitment to providing equality and fairness to all in our employment, and other outputs and not to provide less favourable facilities or treatment to anyone on the grounds of age, disability, gender, or gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation.

We are opposed to all forms of unlawful and unfair discrimination. All employees, no matter whether they are part-time, full-time, or temporary, will be treated fairly and with respect. When PASA selects candidates for employment, promotion, training, or any other benefit, it will be on the basis of need, aptitude and ability.

All employees will be given help and encouragement to develop their full potential and utilise their unique talents.

commitments:

- To create an environment in which individual differences and the contributions of all team members are recognised and valued.
- To create a environment that promotes dignity and respect for every employee volunteer and participant.
- 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, which PASA believes is good management practice and makes sound business sense.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- To encourage employees to treat everyone with dignity and respect.
- To regularly review all our employment practices and procedures so that fairness is maintained at all times.

PASA 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, customers, learners, and job applicants. PASA's Equality and Diversity Policy equality and diversity policy is fully supported by senior management and is the responsibility of our board and secretary. Our policy

PLANET ACTION STREET ARTS (PASA)
EQUAL OPPORTUNITIES AND DIVERSITY POLICY 2021



will be available for critique and development and monitored and reviewed and if necessary updated annually to ensure that equality and diversity is continually promoted across all areas of our activity and organisation.

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