

# St Padarn's Institute Equality and Diversity Policy



ATHROFA PADARN SANT  
ST PADARN'S INSTITUTE

## Document Control Table

<b>Document Title:</b>	<b>St Padarn's Institute Equality and Diversity Policy</b>		
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<b>Version Number:</b>	1		
<b>Document Status:</b>	Subject to review		
<b>Date Approved:</b>	August 2019		
<b>Approved By:</b>	St Padarn's Business Committee, St Padarn's Council		
<b>Effective Date:</b>	22 <sup>nd</sup> August 2019		
<b>Date of Next Review:</b>	June 2022		
<b>Superseded Version:</b>			
<b>Related Documents:</b>	<p>The Representative Body of the Church in Wales Equality Policy  <a href="https://www.churchinwales.org.uk/resources/clergy/equal-opportunities-policy/">https://www.churchinwales.org.uk/resources/clergy/equal-opportunities-policy/</a>                      The Representative Body of the Church in Wales Disciplinary Policy                      St Padarn's Disciplinary Policy</p>		
<b>Document History</b>			
<b>Version</b>	<b>Date</b>	<b>Author</b>	<b>Notes on Revisions</b>
1	9 July 2019	Kathryn Delderfield	

# St Padarn's Institute Equality and Diversity Policy

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## 2. Introduction

This policy should be read in conjunction with the Representative Body of the Church in Wales Equality Policy and is based on the same principal of promoting "a culture of dignity, respect and fairness." St Padarn's is an integral part of the Church in Wales and such works to the Representative Body of the Church in Wales policy. St Padarn's policy is a distillation of how this applies in the St Padarn's context.

St Padarn's will promote learning, teaching, social and working environments, practices and culture that are accessible, fair and inclusive. This is aligned to the Welsh Government's Wellbeing of Future Generations Goal of a more equal Wales.

## 3. Definitions

*"Equal opportunities"* refer to the elimination of unlawful and unfair direct and indirect discrimination of particular groups and promoting equal access, treatment and outcomes that take into account specific needs of individuals.

*"Diversity"* encompasses visible and non-visible individual differences that includes, but is not limited to, differences protected by anti-discrimination legislation. Appreciating diversity is about valuing differences and recognising that everyone through their unique mixture of skills and experience has their own valuable contribution to make.

## 4. Aims

St Padarn's aims are:

To eliminate unlawful discrimination, harassment and victimisation, which involves:

- Helping people to understand what these terms mean and which behaviours and attitudes are inappropriate
- Ensuring everyone is treated equally
- Eliminating direct or indirect discrimination from our work and study environment

To promote and advance equality of opportunity, which involves:

- Minimising the impact of disadvantage
- Identifying, understanding and meeting the needs of our staff and learners / learners
- Encouraging people to take up opportunities, especially people from under-represented groups

To promote and foster good relations between people, which involves:

- Promoting tolerance and understanding
- Tackling prejudice
- Explaining the benefits of diversity

It is the responsibility of all members of the St Padarn's community, including learners, other learners, volunteers and staff, to behave with dignity, courtesy and respect and to act in a manner that does not unlawfully discriminate at all times. Breaches of the policy will invoke the appropriate disciplinary action, and if illegal will be reported to the appropriate authority.