

Gympanzees Equality and Diversity Policy

Policy Statement

It is Gympanzees' policy to treat all its workers (and job applicants) fairly and equally, regardless of their sex, transgender status, pregnancy/maternity, sexual orientation, religion or belief, marital status, civil partnership status, age, race, colour, nationality, national origins, ethnic origins, disability or any other personal characteristic.

Gympanzees operates a zero-tolerance approach to discrimination. Through this policy and procedure and the training and development of managers and staff, the organisation will do all it can to promote good practice in this area in order to eliminate discrimination and harassment so far as is reasonably possible.

Gympanzees is committed to promoting equality and diversity and promoting a culture that values differences. It also recognises that individuals from different backgrounds and experiences can bring valuable insights to the organisation and so enhance the way we work.

Equality means the elimination of discrimination and ensures equal opportunity and access for all groups.

Diversity celebrates people's differences and values them. This is beneficial not only to the individuals but also to Gympanzees.

Equality and Diversity are not inter-changeable but are inter-dependent.

This policy applies to every person's characteristic as well as their working pattern. It will also apply to any person or organisation that we use for goods and services.

E S Scholey 13.01.2021