



Equality, Diversity & Inclusion Policy

2023-24

Orlando Village is dedicated to fostering a supportive and inclusive environment for our colleagues and students. We strive to promote diversity, eliminate discrimination, and enable everyone to reach their full potential within our workplace and accommodation.

Our goal is to ensure our organisation represents all sections of society. We commit to respecting, valuing, and enabling every employee, resident, and visitor to give their best.

This policy underscores our commitment to providing equality and fairness to all our students, colleagues, visitors, and sub-contractors. We ensure that no one is treated less favorably based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, color, nationality, national origin, religion or belief, sex, sexual orientation, or any other protected characteristic. We stand against all forms of unlawful and unfair discrimination.

The welfare of all students at Orlando Village is our highest priority.

Our student support network aims to secure the personal development, physical and mental well-being, and welfare of all students, helping them realise their potential without any disadvantage due to who they are. We oppose all forms of unlawful and unfair discrimination.

Policy Aims:

- Treat all employees fairly and with respect, whether they are part-time, full-time, or temporary.
- Select candidates for employment, promotion, training, or other benefits based on their aptitude and ability.
- Encourage all employees to develop their full potential and utilize their unique talents.
- Incorporate equality into our recruitment and selection processes, with appropriate and up-to-date training for those making selection decisions.
- Ensure advertisements do not imply or indicate an intention to unjustifiably discriminate on any grounds identified in this policy.
- Avoid limiting advertising to areas or publications that would unjustifiably exclude or disproportionately reduce the number of applicants from any particular age, minority community, gender, marital or civil partnership status, sexual orientation, religion or belief, political opinion, race/ethnicity, disability, or carer status.

We recognise that globally, people face discrimination, marginalisation, and reduced opportunities due to socio-economic background. Factors such as employment, education, healthcare quality, housing, access to international opportunities, and our services can be affected. We commit to providing opportunities for individuals from socially disadvantaged backgrounds to be employed and participate in our programs, events, classes, and activities. We will review criteria to eliminate unnecessary requirements and seek opportunities to broaden participation in employment and our activities. This approach will fully utilize our organization's skills and resources, maximizing workforce efficiency.

Commitments:

- Create an environment where individual differences and contributions are recognised and valued.
- Promote a working environment that upholds dignity and respect for every employee.
- Not tolerate any form of intimidation, bullying, or harassment, and discipline those who breach this policy.
- Provide training, development, and progression opportunities to all staff.
- Promote equality in the workplace.
- Encourage anyone who feels they have been subjected to discrimination to raise their concerns so corrective measures can be applied.

- Encourage employees, visitors, and residents to treat everyone with dignity and respect.
- Regularly review all employment practices and procedures to ensure fairness at all times.
- Regularly review our booking process and procedures to ensure fairness at all times.

Orlando Village will inform all employees about the equality and diversity policy, emphasising their obligation to comply with its requirements and promote fairness in the workplace.

The policy will also be communicated to funding agencies, stakeholders, residents, visitors, sub-contractors, and job applicants.

Orlando Village's equality, diversity, and inclusion policy is fully supported by senior management and has been agreed upon with trade unions and/or employee representatives.

Our policy will be monitored and reviewed annually to ensure the continual promotion of equality and diversity in the workplace.