LEARNING STARS

EQUAL OPPORTUNITIES

DIVERSITY POLICY

EQUAL OPPORTUNITIES

Learning Stars has a policy of equal opportunities. We are committed to enabling and encouraging all individuals to take full part in our Organisation and will do our utmost to remove any barriers that may hinder opportunities.

Learning Stars intends that no person shall receive less favourable treatment because of his or her sex, marital status, race, colour, nationality, ethnic or national origins, age, sexual orientation or disability.

We aim to:

- Enable disabled people to physically access premises and equipment
- Continuously review and adapt services to meet the needs of learning disabled people

Increase awareness of procedures amongst the Management Committee, staff and volunteers.

Develop and maintain procedures for reviewing and monitoring the policy of equal opportunities

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DIVERSITY POLICY

DIVERSITY

The concept of diversity encompasses acceptance and respect.   It means understanding that each individual is unique, and recognising individual differences as well as the things we have in common.   These differences can be along the dimensions of disability, race, ethnicity, gender, sexual orientation, gender reassignment, socio-economic status, age, physical abilities, religious beliefs, political beliefs or other ideologies.

Upholding diversity is about the exploration of these differences in a safe, positive and supportive environment. It is about understanding each other and moving beyond simple tolerance to finding positive ways to build relationships and work together.

Upholding diversity within the organisation is concerned with more than eliminating discrimination; it is concerned with recognising differences and making the most of everyone's potential.

Upholding diversity is about putting practices into place so that everyone is valued and their differences are harnessed for the benefit of individuals and the organisation.

The benefits of achieving diversity within the organisation include:

- Developing a more welcoming and knowledgeable organisation
- All people receiving support to develop their potential
- A more productive and satisfied workforce resulting in better outcomes