



Explore Equality Policy

Policy Statement

Explore is committed to creating and sustaining a diverse and inclusive organisation. This policy document provides the basis for our approach to equality, diversity and inclusion at Explore.

Definitions:

Equalities Act 2010: this act protects people from discrimination in the workplace and in wider society.

Protected characteristic: The Equalities Act 2010 defines protected characteristics as aspects of a person's identity that make them who they are. These characteristics are specified as age, gender, sexual orientation, race, religion or beliefs, marital status or disability.

The policy's purpose is to:

- Provide equality, fairness and respect for all in our employment part-time or full-time or through voluntary work
- Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation
- Oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities
- To ensure that our primary beneficiaries, the young adults who attend our sessions, find our sessions accessible and provide a positive experience for all young people, regardless of any protected characteristic they may have.
- Encourage equality, diversity and inclusion in the workplace at all times as they are good practice and encourage positivity
- Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.



Our Policy

Positive attitudes towards diversity, equality and inclusion are highly valued at Explore. We aspire to be a fully inclusive organisation and aim to embed this into our organisational culture. We are taking steps across the organisation to become more diverse and inclusive through our approach to recruitment and development, from Board level, the team and volunteers. We strongly believe that this positive approach will allow us to deliver sessions that are appropriate for young adults living in modern Britain.

Our Christian Ethos

Explore is a registered educational charity and our organisational values and culture are aligned to our Christian ethos. This ethos leads to an openness and acceptance for different lifestyles. Although Explore identifies itself as a Christian Charity we encourage applications from individuals of all faiths and no faith. We expect our staff and volunteers to share our values of compassion, kindness, treating others fairly, acting ethically at all times, and being respectful.

Recruitment of Staff Members

Explore is committed to treating all candidates fairly, equitably and efficiently for any and all vacancies to join our team. We treat all candidates with respect and courtesy and appoint on the basis of which candidate has the most relevant and suitable experience and skills for the role. We very much encourage applications for positions with Explore from different backgrounds and heritages and treat candidates equally regardless of age, race, disability, gender, sexual orientation, religion or background. We have a recruitment process in place which is consistently applied across all vacancies to ensure candidates are protected from any form of discrimination.

Recruitment of Volunteers (including Trustees)

We very much welcome applications for voluntary positions from individuals from a diverse range of backgrounds. We encourage applications regardless of age, race, disability, gender, sexual orientation, religion or background. We have a volunteer recruitment process in place to ensure all volunteer candidates are treated equally, fairly and consistently, and to ensure they are protected from any form of discrimination.

Explore's methodology uses marriage as an example case study for a long-term committed relationship however we do not promote any particular type of relationship or family structure, and



accept applications for our volunteer couple positions from all types of married couples including heterosexual, same-sex, civil partnership and remarried.

Delivering Our Sessions

All Explore staff and volunteers are responsible for ensuring a safe environment is created for all young people participating in our sessions, regardless of socioeconomic background, ethnicity, family background / structure, gender, sexuality, or any disability they may have.

Induction processes are in place to ensure all new members of staff and volunteers understand our equalities policy and what their role is within it.

Any reports of discrimination or inappropriate behaviour are dealt with swiftly and treated with the upmost seriousness.

Review: This document should be reviewed annually.

Academic Year	Review Completed	
	Date/Name	Date/Name
2020-21	Katie Thom, Explore Trustee October 2020	Amanda Edwards, CEO October 2020
2021-22		