

*Imagine*  
QUALITY MANAGEMENT SYSTEM

**EQUALITY &  
DIVERSITY POLICY**

## Equality and Diversity Policy Statement

Diversity means difference, it recognises that all people are not the same and have different and equally valuable skills, experience and knowledge. It means treating everyone with respect and dignity.

Diversity describes visible and invisible difference.

Imagine is committed to challenge all forms of discrimination and will ensure that people are treated fairly with dignity and respect regardless of age, marital status, disability race, faith, gender, language, sexual orientation and social or economic background.

Imagine will endeavour to ensure that the composition of the workforce is representative of the communities it serves and aims to provide an inclusive supportive environment for everyone who uses our services as well as employees, volunteers and visitors, ex-employees, agency and casual workers.

By accessing, recruiting and developing people from the widest possible talent pool we can gain an insight into different markets and generate greater creativity. We will constantly strive to create a productive environment, representative of and responsive to different cultures and groups, where everyone has an equal chance to succeed.

We all have a responsibility to embrace and support this vision and must continue to challenge behaviour and attitudes that prevent us from achieving this. Using fair, objective and innovative employment practices, our aim is to ensure that:

- all employees and potential employees are treated fairly and with respect at all stages of their employment
- all employees have the right to be free from harassment and bullying of any description, or any other form of unwanted behaviour, whether based on sex, trans-gender status, marital status, race, disability, age, political or religious belief or sexuality
- all employees have an equal chance to contribute and to achieve their potential, irrespective of any defining feature that may give rise to unfair discrimination

Imagine's Equality and Diversity policy will be implemented, in line with Human Rights Act 1998, and the Commission for Race and Equality Code of Practice, taking into consideration the following European Directives:

Race Relations Act 1976,

Race Relations (Amendment) Act 2000,

Disability Discrimination Act 2005 (DDA),

Sex Discrimination Act 1975,

Equal Pay Act 1970,

EU Employment Equality (Sexual Orientation) Regulations 2003,

EU Employment Equality (Religion and Belief) Regulations 2003,  
Equal Treatment Framework directive; preventing age discrimination by  
December 2006

The Part-Time Workers Regulations 2000

The Fixed Term Employee Regulations 2002

Public Interest Disclosure Act 1998

Rehabilitation of Offenders Act 1976