1 Introduction

Policy Statement

The Careers and Enterprise Company is committed to supporting and promoting Equity, Diversity, and Inclusion (ED&I).

This includes tackling all forms of discrimination and inequality in both the workplace and the services the organisation provides. This commitment is supported by our Board of Directors, informs all our work and the impact of our work on our employees, our Enterprise Adviser Network (EAN), its Network of Careers Hubs and all our stakeholders.

The aim of the policy is to:

Create a culture of belonging throughout the Careers and Enterprise Company, where equity, diversity, inclusion, and respect are core values and at the centre of all our activities

Work towards the elimination of all forms of discrimination

Ensure colleagues are engaged with the development and implementation of this policy

Encourage positive action to overcome disadvantage and discrimination

Ensure the highest possible standards are achieved in the delivery of our services and in our employment practices

Ensure equity, diversity and inclusion is promoted through our work, both internally and externally.

Definitions

3 Legal Requirements

In valuing ED&I, the Careers and Enterprise Company is committed to go beyond the legal minimum regarding equity and work towards best and exemplary practice. However, current equality legislation and associated codes of practice are considered, including, but not limited to the:

Equality Act 2010 Employment Rights Act 1996 Part time working regulations 2000 Rehabilitation of Offenders Act Equal Pay Act 1970

6 Responsibilities

All staff and directors must adhere to this policy. The Senior Leadership Team and the Chair of the Board of Directors are accountable for ensuring the policy is implemented.

Employees and directors will:

Act in ways that respect and value the diversity of others.

Challenge and report any behaviour towards a colleague that could be interpreted as discriminatory.

8 References

Related Policies	
Related Documents	

9 Document Control

Creation date	Signed off by	Sgn off date	Changes made
June 2018	Kevin Ronan	15/06/2018	New policy
October 2024	Kevin Ronan	07/10/2024	Change in policy name and update to content.





The Careers & Enterprise Company

careersandenterprise.co.uk

