

Equal Opportunities Policy Statement

Introduction

PENVAL is committed to equality of opportunity, inclusion and diversity. We see to share out values and celebrate the diverse nature of its population. **PENVAL** is committed to fulfilling its statutory responsibilities and will not tolerate discrimination in any form.

PENVAL undertakes to ensure that any person will not be treated less favourably on the grounds of:

- Age
- Caring responsibility
- Colour
- Disability
- Employment status
- Gender and Gender Identity
- Marital status
- Membership, or non-membership, of a trade union
- Nationality
- Parental status
- Political belief
- Race/Ethnicity
- Religion or Belief
- Sexual orientation
- Socio-economic status
- Or on the grounds of any other irrelevant distinction

PENVAL will review its policies, procedures and practices, and take action to address any unfair and/or discriminatory incidents or practices, that are identified or that may occur, despite the best efforts of the **PENVAL** to ensure otherwise.

Aims of the Policy

- To create a culture which respects and values difference and promotes inclusion.
- To ensure equality of access to opportunities for staff, service users, partners and key stakeholders.
- To embed the values of equality, diversity and inclusion into all policies, practices and procedures.
- To ensure that the development of all polices, practices and procedures takes into account equality and diversity related legislation and best practice.
- To identify, seek out and to respond swiftly to instances of inequality and discrimination.

Responsibilities

- The Directors, contractors and any employees of **PENVAL** have responsibilities with regard to the implementation of this policy:
- The Directors have overall responsibility for leading and promoting equality, inclusion and diversity related matters within company activities.
- Any members of staff or contractors have an individual responsibility for ensuring that they conduct themselves in accordance with **PENVAL**'s values and policies with regard to equality, inclusion and diversity.
- Individuals should also be aware that if they breach their personal obligations under the auspices of these policies they may be subject to civil actions or criminal proceedings.