

Slough Compact Protocols

Equality and diversity

The Slough Compact is committed to working towards a harmonious society in which opportunity is not dependent on ethnic origin, religion or belief, gender, age, disability or sexual orientation.

Improving equality and promoting diversity are therefore important to both sectors in helping to bring about a society in which people of all backgrounds can flourish and grow.

There is a common agreement that we will demonstrate our values and principles through our services, policies, procedures and planning. These values and principles are to:

- Actively promote the ethos of dignity at work and uphold a zero tolerance attitude towards bullying and harassment, which may include, for example, inappropriate comments, offensive jokes, exclusion from informal groups - such as social events or activities.
- Educate and actively encourage all people and partner organisations with whom we work, to recognise and challenge discrimination in all its forms.
- Recruit, employ, train and promote staff and volunteers on the basis of skills, experience and qualifications.
- Support staff and volunteers by giving them access to training and development opportunities, thus ensuring they have the skills and abilities to effectively perform their job roles and thus meet the needs of their organisation and community.
- Ensure that our equality and diversity policies within our own organisations give due regard to the following:
 - Strategy, planning and monitoring of policies, services and employment
 - Accessibility to buildings and service provision
 - Recruitment and selection processes
 - Terms and working conditions
 - Complaints grievance and disciplinary procedures
 - Training and development
 - Analysis and review
- Inform people and partners of their responsibility to act in a manner that upholds and follows the spirit and intention of the equality and diversity protocol.
- Monitor and review our services to ensure that they are accessible and meeting the needs of Slough's diverse communities.