



Equal Opportunity and Diversity Policy

Version	4.0
Review Date	October 2026

Policy Statement

Equal opportunity and diversity are about dignity — recognising the worth of every individual, and eliminating prejudice, bias, and discrimination.

Play Inclusion Project is committed to excellence in all its services and aims to ensure that everyone connected with the organisation is treated fairly, respectfully, and with equal opportunity.

We wholeheartedly endorse the principle of equal opportunities and diversity for all members of society. We believe that every person associated with Play Inclusion Project should be treated equitably, without discrimination or bias.

Our Equal Opportunity and Diversity Policy ensures that no employee, job applicant, volunteer, or service user is placed at a disadvantage for reasons of race, colour, ethnic origin, culture, gender, gender reassignment, marital or civil partnership status, disability, criminal background, pregnancy or maternity, class, sexual orientation, age, trade union activity, political or religious belief, or any other characteristic protected by law.

All individuals will be treated with dignity and respect, and Play Inclusion Project will provide an environment free from unlawful discrimination, harassment, or victimisation.

We believe it is the duty of all individuals involved with the organisation to take personal responsibility for upholding and applying this policy.

General policy

- Play Inclusion Project is committed to promoting equality of opportunity for all.
- The organisation accepts its legal responsibilities under current equality legislation, including the Equality Act 2010, and strives to go beyond legal compliance by promoting inclusion and fairness in every aspect of its work.
- Equality of opportunity will be provided regardless of age, colour, ethnic origin, family circumstances, gender, marital status, nationality, religion or belief, or disability.

Employment rights

- Play Inclusion Project is an equal opportunities employer. We value representation from all sections of society at all levels within the organisation,

Updated October 2025

By Joanne Barnes

recognising that diversity strengthens our workforce and provides positive role models.

- Our recruitment and employment practices aim to eliminate unfair discrimination at every stage of employment or volunteering.
- We will act positively, through good practice, to address barriers arising from historic or systemic discrimination.
- All employees, volunteers, and those acting on behalf of the organisation must be familiar with and uphold this policy.
- We are committed to supporting disabled staff and volunteers through reasonable adjustments and positive measures that enable them to reach their full potential.

Responsibility

- Overall responsibility for implementing this policy lies with the Management Committee, who will ensure its effective application in all areas.
- The Manager and Chair are responsible for decision-making and coordination relating to equal opportunities, including policy monitoring and guidance.
- All employees and volunteers must ensure their actions align with this policy and its principles; individuals may be held accountable for breaches.
- The CEO will support the development and monitoring of this policy and coordinate initiatives to promote equality and diversity across the organisation.

Application

This policy applies to all aspects of employment and volunteering, including:

- Recruitment and selection
- Pay, terms, and conditions
- Training and professional development
- Promotion and progression
- Grievance and disciplinary procedures
- Access to benefits and opportunities

It also applies to all individuals engaged with the organisation, including visitors, clients, contractors, and service users.

Play Inclusion Project is committed to maintaining a working and learning environment that is free from discrimination, harassment, and intimidation.

All official communications, including reports, publicity, and promotional materials, will use inclusive, non-discriminatory language and imagery.

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Implementation

Consultation with staff and volunteers is an essential part of implementing this policy.

All staff and volunteers will be informed of their responsibilities and receive appropriate training to support compliance and good practice.

The organisation will continue to review and adopt best practices, drawing on internal experience and external guidance.

Complaints

- Any concerns or complaints regarding inequality or discrimination will be managed in line with the Complaints Policy, with full consideration for the wellbeing and safeguarding of individuals.
- Any person experiencing unfair treatment or discrimination will receive the full support of management.
- Further details can be found in the Complaints Policy and Harassment Policy.