



Surrey Poet Laureateship

Equal Opportunities Policy

Surrey Poet Laureateship CIC is committed to promoting equality, diversity, and inclusion in all aspects of our operations. We believe that every individual, regardless of their background, identity, or circumstances, should have equal access to our services and opportunities.

Our Commitment

- We are dedicated to creating an inclusive environment where all individuals are treated with dignity, respect, and fairness, free from discrimination or prejudice.*
- Surrey Poet Laureateship opposes all forms of discrimination, including but not limited to race, ethnicity, gender, age, sexual orientation, religion, disability, or socioeconomic status.*
- We strive to foster a culture of diversity and celebrate the unique perspectives, talents, and contributions of every individual involved in our programmes and activities.*

Guiding Principles

- Equal Access: We ensure that our services and opportunities are accessible to all individuals, regardless of any protected characteristic or personal circumstances.*
- Fair Treatment: Every participant, volunteer, staff member, and stakeholder will be treated fairly and impartially, with decisions based on merit and relevant qualifications.*
- Inclusive Environment: Surrey Poet Laureateship CIC promotes an inclusive environment where everyone feels valued, respected, and empowered to participate fully in all aspects of our activities.*
- Zero Tolerance: Discriminatory behaviour, harassment, or victimisation of any kind will not be tolerated within our organisation, and appropriate measures will be taken to address and resolve any such incidents.*



Operational Procedures

- Recruitment and Selection: Surrey Poet Laureateship CIC employs fair and transparent recruitment practices, ensuring that opportunities are advertised widely and selection criteria are based on objective, job-related factors.
- Training and Development: We provide ongoing training and development opportunities to all our staff and volunteers, promoting awareness and understanding of equality and diversity issues.
- Complaints Procedure: Any concerns or complaints regarding discrimination or unfair treatment will be taken seriously and handled promptly and confidentially in accordance with our grievance procedure.

Monitoring and Review

Surrey Poet Laureateship CIC regularly monitors and reviews its Equal Opportunities Policy to ensure its effectiveness and compliance with relevant legislation. We are committed to continuous improvement and welcome feedback from our stakeholders to help us achieve our equality objectives.

At Surrey Poet Laureateship CIC, we believe that embracing diversity and promoting equality is not only the right thing to do but also essential for creating a vibrant and inclusive community where everyone can thrive and fulfil their potential.