

# IAT – Equality and Diversity Update

## Equality and Diversity – A celebration of Individual Differences!

### What does Diversity mean?

*The acceptance and celebration of the fact that everyone is a unique person and **valuing everybody as an individual** and positively embracing those differences.*

Differences include visible and non-visible factors -

- Personal characteristics (background, culture, personality, work style, size, accent, language, etc.).
- Some characteristics are protected such as:
  - age
  - disability
  - gender reassignment
  - marriage and civil partnership
  - pregnancy and maternity
  - race
  - religion or belief
  - sex
  - sexual orientation

(Equality and Human Rights Commission 2019)



### What does Equal Opportunities mean?

A 'one-size-fits-all' approach to managing people does not achieve fairness and equality of opportunity for everyone

Equal opportunity is often seen as meaning treating everyone in exactly the same way ...

- However to provide real equality of opportunity, people need to be treated differently in ways that are fair and tailored to their needs but in ways that are aligned to business needs and objectives.

### Equality and Diversity in the Workplace - Advantages of a Diverse Workforce for Employers and Employees:

- Ensures policies and working practices are bias-free and fit well with business excellence models and initiatives such as 'Investors in People' and 'Athena Swan'.
- Create working environments in which people from all backgrounds can work together harmoniously by combating prejudice, checking stereotyping and stopping bullying, harassment and undignified and disrespectful behaviour.
- Bring about cultural change.
- Have a workforce that is more creative and innovative.

**Ensuring policies, procedures and processes don't discriminate**  
**Education - equal access to opportunities**  
**Creating an inclusive culture for all**

**NOBODY IS THE SAME  
BUT EVERYONE IS EQUAL**



**IAT**  
Equality and Diversity