



## EQUALITY AND DIVERSITY

Athena Policies

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## **Equality & Diversity**

We recognise that people who provide and use our services come from diverse backgrounds, with varying experiences and needs.

We aim to ensure that Equality and Diversity is at the heart of all we do at Manchester Athena (Athena) in both the services we provide, and as an employer.

We believe in Equality for all, and that every person has the right to be treated fairly and with dignity and respect regardless of gender, disability, ethnicity, religion and belief, gender reassignment, sexual orientation, age, or pregnancy or maternity, marriage, and civil partnerships.

We will develop and deliver services that will help to overcome discrimination and disadvantage to enable people to achieve their full potential.

We will,

- develop and deliver our services to ensure they are inclusive and accessible to all.
- ensure diversity is embedded within the values of Manchester Athena and viewed by all as integral to all we do.
- commit to a zero-tolerance approach to discrimination and/or harassment.
- equip our team members to deliver customer excellence into every community.

We will regularly monitor and report on the progress we make in implementing our approach to Equality & Diversity as part of our commitment to continuous improvement.

Athena is committed to treating everyone fairly and strives to achieve equality for the diverse mix of communities that make up Greater Manchester.

For Athena, Equality & Diversity extends beyond just meeting our obligations as a service provider. We will continue to build on our work to narrow the gaps in the quality of life across Greater Manchester.

As a service provider we will continue to provide accessible, barrier free and responsive services that enable everyone to take part in the social, cultural, and economic wealth of Greater Manchester.

As an employer we will continue to support people to reach their full potential in education, skills and employment.

## **Equal Opportunity**

To us, equal opportunity means ensuring employees and customers are not discriminated against or receive less favourable treatment on the grounds of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage & civil partnership and pregnancy and maternity.

Athena is committed to working at all levels to eliminate any form of discrimination and to promote good relations between people of different groups.

## **Diversity**

Diversity includes all the ways in which people differ. The basic concept of managing diversity accepts that people are different, and these differences consist of both visible and non-visible differences which include factors such as sex, age, background, race, disability, personality, and work style. Athena will endeavour to ensure that it encourages and maintains diversity in its workforce and service delivery recognising the diverse needs of staff, customers, and all associated stakeholders.