

EQUALITY AND DIVERSITY POLICY

RaPAL is committed to encouraging diversity and eliminating discrimination in its role as a networking and publishing organisation. RaPAL aims to create a culture that respects and values each others' differences, that promotes dignity, equality and diversity, and that encourages members, contractors, conference participants, journal contributors, and other volunteers to develop and maximise their own potential. It strives to always work within equality legislation and, where appropriate, to take positive action to support people who have one or more of the nine protected characteristics specified in the Equality Act 2010.

Principles

RaPAL's commitment to equality and diversity is:

- To create an environment in which individual differences and the contributions of all our members, contractors, conference participants, journal contributors, and other volunteers are recognised and valued.
- To deliver our services in ways that do not discriminate against people in terms of age; being or becoming a transsexual person; being married or in a civil partnership; being pregnant or having a child; disability; race, including colour, nationality, ethnic or national origin; religion, belief, or lack of religion/belief; sex; and sexual orientation.
- To promote dignity and respect for all, in all of our working practices. No form of intimidation, bullying or harassment will be tolerated in any of our activities.
- To ensure that RaPAL membership is available to all, regardless of income.
- To work to ensure full accessibility to RaPAL services, including our publications and our conferences. This will include asking all conference participants about their accessibility needs, and striving to meet those needs wherever possible.
- To regularly review all contracting, and volunteering practices and procedures to ensure transparency of operations, and to ensure that no applicants, trustees, members or volunteers are treated less favourably than others.
- To provide information to all contractors, members, and volunteers so that they are fully aware of the issues relating to Equality and Diversity and their responsibilities relating to it.

- To provide a code of conduct for all RaPAL members, and ensure that all members are aware of the code.
- To ensure the policy is fully supported by the Management Group.
- To monitor and review the policy regularly.

RaPAL's commitment to equality and diversity has a long-standing tradition found in the democratic and social practice principles of its Constitution at inception. This commitment is reflected in the value attributed to the learner voice and the attention given to learners as individuals through our journals, conferences and other work.



Chair
RaPAL