



Equality and Diversity Policy

Our Policy Statement

Sparham Hall Farm Holidays is committed to encouraging a supportive and inclusive culture among everyone; our workforce and all our visitors. It is within our best interest to promote diversity and inclusivity and eliminate discrimination.

We respect and value the diversity which exists in the wider community. We are committed to challenging attitudes that promote discrimination, ensuring respect for all.

Equality and diversity are an integral part of Sparham Hall Farm Holidays and underpins everything we do.

Purpose of our policy

This policy ensures that we reflect on our legal duty to provide protection against discrimination.

This will include being alert to protected characteristics as defined by the Equalities Act 2010 and how we ensure equality in all we do.

We will:

- respect and value differences between people
- acknowledge the existence of prejudice and take steps to prevent it
- ensure all we do makes everyone feels welcomed and valued
- value and acknowledge beliefs, faiths, sexual orientations, and different cultures

How we will implement and monitor this policy:

- Create an environment in which individual differences and the contributions of all team members are recognised and valued.
- We reflect the diversity of members of our local community in our publicity and promotional materials.
- We provide information in clear, concise language, whether in spoken or written form.

- We do not discriminate against any child, or adult, on any grounds.
- Improve our knowledge and understanding of beliefs, cultures and disabilities
- We review our practices to ensure that we are fully implementing our equalities policy.
- We ensure that everyone have an understanding and knowledge of equality and diversity, and the characteristics of protected groups.
- We treat everyone with respect and with consideration of their diversity.
- We provide a welcoming atmosphere.
- We check that our resources reflect diversity and do not promote negative stereotypes
- Create a working environment that promotes dignity and respect for every employee.
- Not to tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.
- Promote equality in the workplace, which Sparham Hall Farm Holidays believes is good management practice and makes sound business sense.
- Encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- Encourage employees to treat everyone with dignity and respect.
- We seek out training opportunities to enable them to develop practices

Our policy will be monitored and reviewed annually to ensure that equality and diversity is continually promoted in the workplace.