



*Equality, Diversity and Inclusion Policy*

*Updated: Sept 2020*

*Due for Review: Sept 2021*

*Rural Media is dedicated to encouraging a supportive and inclusive culture across our whole workforce, recognising that it is the best interests of the organisation to promote diversity and eliminate discrimination in the work place. This policy is supported by our Equality, Diversity and Inclusion Action Plan*

Our aim is to ensure that all employees, freelance workers, participants, volunteers and job applicants are given equal opportunities and that our organisation is representative of all sections of society.

Each member of the workforce\* will be respected and valued and as such, we hope will be able to give their best as a result.

This policy reinforces our commitment to providing equality and fairness to all in our workforce and not provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation.

We are against all forms of unlawful and unfair discrimination.

All employees, no matter whether they are part-time, full-time, or temporary, will be treated fairly and with respect. When selecting candidates for employment, promotion, training, or any other benefit, it will be on the basis of their aptitude and ability.

All employees will be given help and encouragement to develop their full potential and utilise their unique talents as much as possible considering Rural Media's circumstances as a small charity with limited financial and other resources. In light of this though, it is even more critical that the skills and resources of our organisation are fully utilised and we are maximising the efficiency of our whole workforce.



Rural Media is committed to:

- Creating an environment in which individual differences and the contributions of all team members and participants are recognised and valued.
- Creating a working environment that promotes dignity and respect for every employee and participant.
- Not tolerating any form of intimidation, bullying, or harassment, and disciplining those that breach this policy.
- Making training, development and progression opportunities available to all.
- Promoting equality in the workplace, which Rural Media believes is good management practice and makes sound business sense.
- Encouraging anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- Encouraging employees to treat everyone with dignity and respect.
- Regularly reviewing all our employment practices and procedures so that fairness is maintained at all times.

Rural Media will inform all new employees and regularly remind existing employees that an equality and diversity policy is in operation and that they are obliged to comply with its requirements and promote fairness in the workplace.

We will also draw the attention of funding agencies, corporate partners, our programme participants including charity beneficiaries and young people, job applicants and other stakeholders to the policy.

Rural Media's Equality and Diversity Policy is fully supported by our Senior Management Team and Board of Trustees and has been agreed with employee representatives.

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

\*includes employees, freelance workers, participants, volunteers and job applicants