SEFDEY

Sector Endorsed Foundation Degrees in Early Years Professional Association

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**Equality, Diversity and Inclusion Policy**

This policy covers anyone who interacts with SEFDEY Professional Association, members, students, contractors and other stakeholders.

**The Sector Endorsed Foundation Degree in Early Years Professional Association** (thereafter known as SEFDEY) is committed to fostering an inclusive community which encourages members, students, colleagues and other stakeholders to value every individual for their unique contribution to the success of the organisation, ensuring equality, diversity and inclusion and eliminating unlawful discrimination.

The aim is for our members to truly represent all sections of society and for each member and the students that they represent to feel respected and able to give their best. We aim to foster an environment of openness in which everyone is valued equally and can contribute and participate with confidence, bringing together new ideas, exchanges and interrelationships, for the benefit of the organisation.

We strive to ensure that all members can participate fully in the organisation free from discrimination, harassment or victimisation.

We expect all members to be ambassadors for SEFDEY to ensure that in all dealings with other organisations, students and colleagues they behave professionally in a way that encourages inclusion and promotes equality to ensure that it remains robust and reflects our values.

We aim to create a welcoming and inclusive environment for everyone and to treat each other with dignity and respect.

This policy’s purpose is to:

* provide equality, fairness and respect for all in our members and their students, whether temporary, part-time or full-time
* not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation
* oppose and avoid all forms of unlawful discrimination.

SEFDEY commits to:

* *promoting* equality and diversity among all its members, colleagues and their students.
* create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all members are recognised and valued.

SEFDEY *takes* seriously *and acts upon* all complaints of bullying, harassment, victimisation and unlawful discrimination by fellow members, students and the public in the course of the organisation’s activities. Any contravention could jeopardise membership renewal in the future.

SEFDEY commits to monitoring this policy regularly and revalidating it each year at the AGM.

Signed ………………….Date …………26 March 2021