

Diversity and Equality Policy

Statement of intent

Everyone who works with us or trains with us, will be treated fairly and will not be discriminated against on any grounds.

Aim

The aim of this policy is to communicate the commitment of Calming Influences to the promotion of equality of opportunity in Calming Influences.

It is our policy to provide employment and training equality to all, irrespective of:

- Gender, including gender reassignment
- Marital or civil partnership status
- Having or not having dependants
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins, being an Irish Traveller)
- Disability
- Sexual orientation
- Age.

We aim to bring all concerns about the running of Calming Influences to a satisfactory conclusion for all of the parties involved.

This policy was adopted at a meeting of Calming Influences Ltd. 5th January 2006.

Reviewed:	14 th March 2007	11 th March 2008
	2 nd March 2009	15 th March 2010
	18 th March 2011	14 th March 2012
	12 th June 2013	1 st July 2014
	1st July 2015	1st July 2016
	26 th July 2017	28 th July 2018
	1 st June 2019	1 st October 2020
	3 rd May 2022	4 th May 2023
	6 th June 2024	28 th May 2025
	6 th June 2025	

Signed on behalf of Calming Influences by Jackie James (Principal)

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