

Equity, Diversity and Inclusion Statement

The Reading Agency is committed to the principles of equity, diversity and inclusion among our workforce and eliminating unlawful discrimination. It is at the heart of everything we do.

We strongly believe that by creating a more inclusive and diverse workplace, we can ensure better outcomes for our audiences and our workforce. We aim for our workforce to be representative of all sections of society and our audiences, and for each employee to feel respected and able to give their best.

In the provision of our programmes and services, we are also committed to act against unlawful discrimination of our audiences or the public. We strive to be at the forefront of innovation and influence and are committed to ensuring the voices of our communities are integral to the way we design and deliver our programmes.

We use our values to guide us in our commitment to equity, diversity and inclusion. Our core values are

- We change lives
- We are inclusive
- We are connectors and collaborators
- We are creative

Our commitment:

- Treat our workforce, service users and third parties with openness, respect and dignity at all times
- Promote equity, diversity and inclusion as a reflection of our values and good management practice.
- Promote a positive culture in the workplace where individual differences and contributions are recognised and valued.
- Select our workforce for employment, promotion, training, development or any other benefit purely based on aptitude and ability.
- Provide training, development and progression opportunities to all our workforce
- Deal with complaints of harassment, bullying or discrimination seriously and with discretion.
- Ensure our programmes, services, publicity and events are accessible to all and take active steps to ensure that participation is representative.

Further information

Questions, comments and requests regarding this statement are welcomed and should be addressed to info@readingagency.org.uk

A full copy of our EDI policy is available upon request