



Our EDI Policy

Archipelocoaching is committed to embedding equality, diversity and inclusion (EDI) considerations in all aspects of our work, including policy development and employment practices.

EDI is more than policies, programmes or headcounts. An organisation with an inclusive culture is more likely to exceed financial targets, to be high performing, innovative and agile and to achieve business outcomes. Moreover, diverse and inclusive workplaces earn deeper trust and more commitment from their employees.

Our aim will be to:

- Improve EDI outcomes for clients of Archipelocoaching
- Build and maintain a diverse, culturally competent workforce
- Assist members to build and maintain work environments where there is dignity and mutual respect

The Equality Act 2010 prohibits businesses who provide services to the public (for payment or not) from discriminating against, harassing and victimising certain classes of persons. The Act also places an obligation on such businesses (referred to as 'service providers') to make reasonable adjustments for disabled people. Archipelocoaching will use the Equality Act 2010 as a legal framework but will work to go beyond compliance to create an inclusive culture that acts against discrimination, harassment or victimisation. Protected characteristics as set out in the Equality Act are age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Archipelocoaching will work to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations
- Use positive action to overcome disadvantage and tackle under-representation

The terms and definitions used by Archipelocoaching are:

TERM	DEFINITION
Equality	Equality is about ensuring everybody has equal access to opportunities in line with their needs and protecting them from being treated differently or discriminated against because of their characteristics.
Diversity	Diversity is about recognising and respecting the differences between people and groups of people and placing a positive value on those differences.
Inclusion	Inclusion refers to an individual's experience within their workplace and in broader society and the extent to which they feel valued and included.