

Equality and Diversity

Metanoia Institute is committed to building an organisational culture and tradition that celebrates diversity, that is fair, open and inclusive and where differences are celebrated, engagement is apparent, and the contributions of all are valued and respected.

It aims to provide an environment free from discrimination, bullying, harassment and victimisation, where all members of its community are treated with respect and dignity and where there is equality of opportunity for all regardless of his/her disability, race, ethnic or national origin, religion, gender (including gender identity), sexual orientation, marital status, social class, age, political affiliation, union activity or non-relevant criminal conviction.

Our commitment to equality and diversity means we will set objectives, milestones and targets (via a regularly updated action plan) to achieve the above and ensure that each group at Metanoia is aware of their responsibilities and duties in fulfilling the commitment outlined above:



This Commitment is fully supported by Metanoia Institute's Trustees, CEO, senior executive team who have given the **equality and diversity committee** clear direction and leadership that promoting equality is a priority.

The Equality and Diversity Policy, followed by the terms of reference for the Equality and Diversity Committee can be found in the Equality and Diversity Manual, which contains several policies [THE EQUALITY AND DIVERSITY MANUAL](#) and are the means by which we outline the finer details, specific responsibilities and means by which we will implement our commitment.

Metanoia Institute also participates in events and activities that celebrate inclusivity, diversity and/or that challenge oppressive practices. These include attendance at the annual Gay Pride march; running a refugee campaign and holding regular student network meetings. For details of these groups and when they meet please contact the chair of the Equality and Diversity Committee at heather.fowlie@metanoia.ac.uk

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