

Shandon Studios diversity and inclusion policy

Shandon Studios is committed to a workplace environment that promotes diversity and inclusion and creates an open and inclusive culture where everyone feels valued

Shandon Studios believes that embracing equality and diversity in the workplace benefits not just Shandon Studios but also individual members and visitors. All our members bring their own background, work style, distinct capabilities, experience and characteristics to their work.

We recognise that our talented and diverse collective reflects the diversity of our community and we want to utilise the widest range of skills, knowledge and experience in Shandon Studios while complying with legislation.

We recognise that a “one-size-fits-all” approach to managing people does not achieve fairness and equality of opportunity for everyone. As well as treating people with dignity and respect, Shandon Studios strives to create a supportive environment in which all members can flourish and reach their full potential, regardless of differences, experience, gender or education.

Harnessing the wide range of perspectives this diversity brings, promotes innovation and helps make us more creative and competitive.

Shandon Studios is committed to an inclusive working environment which respects diversity of characteristics including but not limited to sexual orientation, age, gender, race, ethnicity, family status, disability, civil status, and religious beliefs.

We will formulate and implement policies and practices that value diversity, provide equality of opportunity and ensure that no member, employee, customer or supplier receives less favourable treatment.

We will also ensure that other policies and practices reflect our commitment to treating people fairly and respecting the dignity of members at all times.

This overall policy is supported by appropriate harassment and bullying policies, and disciplinary and grievance procedures. members who believe they have experienced discrimination, harassment or victimisation are entitled to raise matters through the appropriate Shandon Studios grievance procedures or the Shandon Studios harassment and bullying policies.

Complaints will be treated seriously and will be dealt with in a confidential, expeditious manner in as far as reasonably practicable. members who make complaints will not be victimised for doing so.

Members should be aware that making a false allegation deliberately and in bad faith will be treated as misconduct and dealt with under our disciplinary procedure. Pursuance of complaints through these internal procedures does not prejudice a member in pursuing matters through other available means.

Shandon Studios may amend or change this policy from time to time.