

## **EQUAL OPPORTUNITIES AND DIVERSITY POLICY**

Current 2026 renewable 2027

- i. Spiritual Companions and Caregivers support the public and each other in their personal, professional and spiritual development. We are absolutely committed to an equal opportunities policy that recognises the unique soul in all beings.
- ii. Our Equal Opportunities and Diversity policy commits us to ensuring that there is no discrimination in the recruitment, retention, training and development of staff, students, companions and caregivers on the basis of age, disability, gender including transgender, HIV/AIDS status, marital status including civil partnerships, pregnancy and maternity, political opinion, race/ethnicity, religion and belief, sexual orientation, socio-economic background, spent convictions, trade union activity or membership, work pattern and on the basis of having or not having dependants or any other irrelevant grounds. However as an educational charity we always reserve the right to discern whether our employees, partners, volunteers and students are congruent with our inclusive, multicultural and multifaith approach that seeks to enable autonomous adults.
- iii. We aim to abide by and promote equality legislation by following both the letter and the spirit of the law to try to avoid unjustified discrimination recognising such discrimination as a barrier to equality of opportunity, inclusion and human rights.
- iv. Spiritual Companions and Caregivers are committed to:
  - Understanding, valuing and working with diversity to enable fair and full participation in our work
  - Ensuring that there is no discrimination in our recruitment, selection and other processes
  - Ensuring action that promotes equality of opportunity
  - Treating all individuals with whom we work fairly and with dignity and respect
  - Playing our part in removing barriers and redressing imbalances caused by inequality and discrimination.
- v. All staff, volunteers, Spiritual Companions and Caregivers are required to ensure their behaviour is consistent with this Equal Opportunities and Diversity policy. We also require that all our students and working partners are aware of this policy and operate consistently with it.

William Bloom  
Director  
Spiritual Companions Trust  
January 2024  
[spiritualcompanions.org](http://spiritualcompanions.org)