

Equality

Oxford Dictionary :-

“parity, fairness, equal opportunity, impartiality, egalitarianism, sameness, likeness, similarity, uniformity”

“Bromsgrove Council recognizes the importance of ensuring all residents have equality of opportunity. It supports the principle of equal opportunities both in service delivery and in employment and opposes all forms of unlawful or unfair discrimination including those of race, gender, disability, age, religion, sexuality or income..... The Council does not support positive discrimination and will instead provide equality of access through good practices, and actively promote fair treatment and opportunity.”

“Leeds College of Building will recognise, promote and maintain equality of opportunity for staff and learners. It will value difference and recognize that people with different backgrounds, skills, attitudes and experiences bring fresh ideas and perceptions and encourage harmony and understanding throughout the organization.”

“Companies House is an equal opportunities employer. Our aim is to be fair to everybody and to ensure that no job applicant or employee receives more or less favourable opportunities or treatment. Equal opportunities and equal treatment are the cornerstones of our recruitment and employment policy.”

“Kingston Communications is an equal opportunity employer. The company wholeheartedly supports the principle of equality in employment and opposes all forms of unlawful or unfair discrimination on any grounds. We are committed to eliminating discrimination and encouraging diversity amongst our workforce. Our aim is that our workforce will be truly representative of all sections of our society.”

“Equality is not a minority concern – it matters to every one of us. At some point in our lives, all of us face barriers that may prevent us fulfilling our potential or participating fully in society..... The CEHR will work to promote a greater understanding that equality and human rights are important for everyone and are key foundations of a fair, successful and cohesive society.”

Commission for Equality and Human Rights

“Since the establishment of legislation to address race relations and the issue of gender discrimination, including equal pay, trade unions have been increasingly concerned to promote equality of opportunity among their members. The concern of Trade Unions has been to both address equality issues in the workplace on an individual and collective basis and also to promote greater fairness within society.”

Communication Workers Union

Diversity

Oxford Dictionary definition

“being diverse, unlikeness, different kind, variety”

Oxford Dictionary definition – “variety”

“being various, diversity, absence of monotony or uniformity, many sidedness, collection of different things

“Diversity is a way of looking at and encouraging an Environment where people feel valued and recognised. It simply means that we are all different, we all have different things to offer and we all have different perceptions, expectations and ideas. We welcome and value people from all communities and cultures and fully realise the benefits that can come from having a team who feel comfortable in being able to put forward different views, ideas and perspectives.”

Companies House

“Within the Commission and increasingly through our work with public authorities we use the term ‘diversity’ as an inclusive phrase encompassing two broad principles which are incumbent on those in the public sector who seek to respond to the needs of their locality. The two principles are fairness and valuing difference.”

The Audit Commission

“The diversity concept is inclusive and based on valuing everyone as a unique individual and celebrating this difference. It expands thinking beyond equality issues covered by law and builds on recognised approaches to equal opportunities.”

The Institute of Personnel and Development

“To celebrate diversity is to appreciate and value individual differences. SHRM strives to be the leader in promoting workplace diversity. Although the term is often used to refer to differences based on ethnicity, gender, age, religion, disability, national origin and sexual orientation, diversity encompasses an infinite range of individual’s unique characteristics and experiences, including communication styles, physical characteristics such as height and weight and speed of learning and comprehension.”

Society for Human Resource Management - USA

“At Microsoft we believe that diversity enriches our performance and products, the communities in which we live and work and the lives of our employees. As our workforce evolves to reflect the growing diversity of our communities and global marketplace, our efforts to understand, value and incorporate differences become increasingly important. At Microsoft we have established a number of initiatives to promote diversity within our own organisation and to demonstrate this commitment in communities nation wide.”