



APDO Diversity Policy

Why do we need this policy?

Professional Organising is about working with people. APDO's purpose is to promote and maintain high standards in the Professional Organising industry, so that people receive the best possible support whenever they might need it in life. We are committed to raising standards through collaboration with everyone involved in our industry.

We believe in the power of collaboration and community, and share a common goal with our members – to provide an excellent service, enable positive change, and ultimately improve people's lives. This document sets out our commitment to equality and diversity and underpins everything we do.

What does it all mean?

Equality means supporting our members to reach their business potential and ensuring that all members receive equal access to the benefits of membership including, training, and promotional opportunities.

Diversity is about recognising, respecting, and valuing the differences between individuals. It means treating people as individuals and recognising their different strengths and knowledge.

We aim to promote an environment that welcomes and values diverse backgrounds, thinking, skills and experience. We want everyone to thrive and fulfil their potential regardless of race, religion, sex, sexual orientation, gender identity, disability, marriage, civil partnership, or any other protected characteristic as defined under the Equality Act 2010.

This policy set out the standards we will uphold with regard to equality and diversity, which are to:

- Provide a framework of equality, fairness, and respect for all our members
- Not discriminate against any member because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, gender, and sexual orientation.
- Oppose and avoid all forms of unlawful discrimination.



Who needs to follow this policy and why?



This policy applies to all members, board members and volunteers in the APDO community.

What is our policy and how will we implement it?

We are committed to encouraging equality and diversity in our membership and eliminating discrimination.

The aim is for our membership to be truly representative of all sections of society and of our clients, and for each person to feel respected and able to give their best.

We commit to:

- Encouraging equality and diversity
- Monitoring all policies and procedures for their equality impact
- Creating an environment free from bullying, harassment, victimisation, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued
- Offering training and knowledge development opportunities to our members
- Addressing and challenging acts of bullying, harassment, victimisation, and unlawful discrimination, in the course of their membership, against fellow members, suppliers and members of the public. Any such behaviour will be dealt with by reference to the agreement to work to APDO's Code of Ethics and appropriate action taken.
- Particularly serious complaints could amount to a breach of this code and lead to cancellation of membership without notice
- Reviewing all policies and procedures to ensure fairness, and updating them to take account of changes in the law
- Monitoring the make-up of the membership regarding information such as age, gender, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality and diversity, and in meeting the aims and commitments set out in the equality policy. This monitoring will include assessing how the equality policy, and any supporting action plans, are working in practice, reviewing them annually, and taking action to address any issues

Roles and responsibilities

This policy applies to all APDO members.

The application of this policy is the responsibility of all members, as is the commitment to equality and diversity in every action taken within the organisation.



Any questions?

If you have a questions about this policy, please contact the Membership Director

