

# Aronagh's Equality & Diversity Policy

## Our Vision

Our vision is that Aronagh (associates, suppliers & clients) will be truly representative of as many sections of global/local society as possible and each person feels respected and able to give of their best.

## Our Commitment

Aronagh is committed to eliminating discrimination and encouraging diversity amongst our associates and suppliers.

We do **not** discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, culture, national origin, disability, sexual orientation, religion, beliefs or age. To that end the purpose of this policy is to provide equality and fairness for all in our procurement & associate selection which is based on aptitude, attitude and ability.

We oppose all forms of unlawful and unfair discrimination. All associates, clients and suppliers, whether part-time, full-time or temporary, will be treated fairly and with respect.

We are committed to.

- ✱ creating an environment in which individual differences and the contributions of all our associates, suppliers and clients are recognised and valued.
- ✱ every person's entitlement to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- ✱ Equality in the workplace is good management practice and makes sound business sense.
- ✱ Breaches of our equality & diversity policy will be actioned appropriately and immediately, and could lead to cessation of the business relationship.



## Our Equality & Diversity Approach in practice:

- ✓ We review all our associate practices and procedures to ensure fairness on a regular basis.
- ✓ We subscribe to and support the standards and ethics statements of the associations we are a member of: ANLP, IIC and ILM.
- ✓ We actively contribute female equality in the workplace by supporting 'The Women's Gathering' and similar global initiatives through blog posts, tweets and face to face input.
- ✓ We deeply value the richness of insight and generative dynamics diversity in the workplace brings, and therefore we actively collaborate (as associates & co-creators of services) with a diverse set of individuals in terms of gender, race, culture, nationality and belief systems.

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## Example activities over the past 3 years

- ✓ Free blog for women providing insights, tools and techniques for women in the workplace to step into authentic and feminine leadership – [www.beingasuccessfulwoman.wordpress.com](http://www.beingasuccessfulwoman.wordpress.com)
- ✓ Established a number of collaborative local and global work relationships with companies and individuals from diverse backgrounds, ethnic origin, gender, culture and geography.
- ✓ Intensive NLP (Neuro-Linguistic Programming) training for Aronagh's Director to even more successfully being able to understand, model, and ecologically work with people's different models of the world (culture, beliefs, values) in a coaching, training and consulting context.
- ✓ Added cultural awareness training to our services portfolio to help organisations enhance cross-cultural (including racial and geographical origin) understanding, collaboration and diversity of workforce and working practices.

Note: Aronagh operates on an associate basis and does not currently have employees other than its director. There are no plans to change this model in the near future.

## Our 2-5 Year Vision

Our aim is to build a diverse virtual company that is able to draw on the contributions from a diverse associate and co-creator base from across the globe, and locally in the UK, representing a rainbow of races, cultures, gender split, ages and beliefs.

We will do this by

- ✦ seeking and forging further relationships with diverse companies and individuals from diverse backgrounds
- ✦ taking part in work or voluntary opportunities that empower and embrace equality and diversity



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