



## Steps Drama Learning Development Diversity Policy Statement

Steps Drama Learning Development is an award-winning learning consultancy and is one of the market leaders in drama based training.

We design and produce drama based training programmes, workshops and interactive theatre productions - covering a range of individual and organisational development issues including diversity. Steps also provide professional role players to enhance existing training courses and to provide 'living examples' of diversity issues.

Given our active involvement in the subject, we are committed to ensuring that the services we provide are relevant to the needs of all our stakeholders and that our workforce represents the people we serve.

We constantly update our knowledge and expertise around the entire diversity debate to ensure that our services meet the varied individual needs and expectations of our clients and that everyone has equal access to our services, regardless of their race, heritage, gender, religious or non-religious belief, nationality, family background, age, disability or sexuality.

As a key supplier in the diversity awareness market, Steps recognise that services must be relevant, responsive and sensitive, and that Steps must be perceived as fair and equitable in its provision of services by all our stakeholders. We aim to ensure that our associates and others who deliver our services also share our vision and values. Additionally we provide ongoing training and development to our wider team to ensure they are kept fully aware of the issues and trends in diversity and it's impact in the wider community.

We recognise that we work in a richly diverse city & community and understand the strategic importance of achieving a diverse workforce, which reflects that city & community. We undertake to recruit, develop and retain the most talented people by valuing the varied skills and experiences they bring to Steps; by investing in their training and development; by treating staff fairly and equitably; by combating harassment and discrimination at work, and by encouraging an honest and open culture which values the differences between us.