



National Association of Student Money Advisers

DIVERSITY AND EQUALITY POLICY

NASMA recognises its members, staff, and training delegates represent a diversity of backgrounds and that each individual has the capacity to bring valuable ideas and experiences to the organisation. NASMA promotes inclusivity in the services it provides and is opposed to all forms of discrimination.

NASMA's diversity and equality policy operates in relation to its duties as a membership organisation, an employer, and as a training provider. Members are advised they should also refer to their employer's diversity and equality policies, as necessary.

The object of this policy is to ensure that no member, employee or external user of services shall be discriminated against on account (for example) of his or her sex, sexual orientation, gender identification, marital status, Civil Partnership status, family responsibilities, race (including colour, nationality, ethnic or national origins and citizenship), religion or belief, political belief, membership (or non-membership) of a Trades Union or other representative association, disability (including HIV status), age or socio-economic background.

All applications for membership, employment, and training attendance will be treated on an equitable basis and NASMA is committed to promoting equality of opportunity for all prospective members, employees and delegates.

Unfair discrimination within any aspect of NASMA operation will be recognised and challenged. Anti-discriminatory policies and practices will operate in line with relevant legislation.

NASMA acknowledges that individuals are different and have different needs. The principles of equity observed by NASMA do not necessarily mean that all members, staff and delegates are treated the same: NASMA seeks to actively promote equality of opportunity so that barriers related to any protected characteristic under the Equality Act 2010, including disability, gender, race, sexual orientation, and religion and belief are removed. If an individual indicates requirements based on the above, NASMA will make appropriate arrangements to ensure equality of access to participation.

NASMA will show its commitment to inclusive and fair access by:

- disseminating information about its services in accessible formats
- ensuring fair access for part-time, term-time and full-time workers
- responding appropriately to requests for alternative arrangements to facilitate access to participation

This policy will be issued to all members, employees and training delegates. Any monitoring information collected will be used to monitor the effectiveness of the Diversity and Equality Policy. Information will be used and stored in line with the Data Protection Act. Any member, employee or delegate wishing to complain about a breach of this policy may do so via the NASMA Complaints Procedure.

This policy will be reviewed annually.

Last Reviewed: April 2011