

# Diversity & Inclusion Policy



**Teachers Talk Radio**  
TUNE IN, TALK IT OUT.

**At Teachers Talk Radio we believe there should be a golden thread of diversity weaved throughout our shows, practices, and procedures.**

Individuals with different cultures, perspectives and experiences are at the heart of the way Teachers Talk Radio works. We want to recruit, develop and retain the most talented people, regardless of their background and make best use of their talents.

At Teachers Talk Radio we are guided by our values in everything we do and recognise that being a diverse and inclusive station helps us fulfil our responsibility to provide a range of views for our listeners. We work within the spirit and the practice of the Equality Act 2010 by promoting a culture of respect and dignity and actively challenging discrimination, should it ever arise.

We will continue to support our Executive Team, hosts and support team to demonstrate the principles of diversity and inclusion in their everyday activities, roles and functions at Teachers Talk Radio.

We believe in freedom of speech and will work to create a secure platform for people to be able to engage in healthy discussion about topical issues. Diversity of opinion is important to us and we seek to include the broadest range of views possible. We also believe that safety, inclusion and freedom from hate and violence are fundamental human rights.

We will:

- Actively seek to increase the number of people we work with who are from groups/communities that are under-represented. (see footnote)
- Actively seek opportunities to represent differing points of view (diversity of opinion)
- Review all our formal and informal hiring practices and procedures to ensure they are fair and equitable helping us to identify the best talent.
- Identify and take opportunities to increase the diversity of guests on our shows.
- Create an environment in which individual differences and the contributions of all members of our team are recognised and valued.
- Not tolerate any form of intimidation, bullying or harassment.
- Ensure training and development opportunities are available to all staff.
- Ensure any breaches of the statement may be regarded as misconduct and could lead to a member being removed from the team.

We will monitor the success of this statement regularly and review our progress at least once a year.

The Teachers Talk Radio Executive Team are responsible for ensuring this statement is implemented.

This policy is fully supported by the Teachers Talk Radio Executive Team.

Created February 2021, Reviewed February 2022