

# Board equality and diversity principles

## Aims

Capella is committed to treating all people equally and with respect. We want to challenge all forms of discrimination including those based on age, disability, gender, race, religion, or sexual orientation.

These board principals compliment our commitment to equal opportunities through our [Equal Opportunity Policy and Procedure](#).

## Values

Our values are engrained in everything we do and are imbedded in our policy and practice.



## What we will do

The board will continually update its practice to ensure it remains accessible for current and future members. We will:

- Ensure that its recruitment campaigns are accessible and encourage applications from diverse backgrounds
- Have a tailored approach to its induction, ensuring that the needs of new trustees are met in a way that supports their development
- Promote the development of board members to ensure that trustees are able to enhance their skills and knowledge
- Schedule meetings at times and locations that meet the needs of all board members, ensuring alternative options for those who need it
- Use plain English in all its papers and avoid the use of acronyms and inaccessible jargon
- Provide papers one week in advance of meetings and encourage questions in advance
- Ensure that meetings have enough time to discuss the agenda items and that all members have the opportunity to ask questions and have their say

## Review

The Capella board will review its diversity and inclusion practices annually, as part of its routine performance review.