



## Equality, Diversity & Inclusion Policy

International Mathematical Olympiad 2024 (IMO2024) is a charitable programme of Purposeful Ventures, a charity registered in England and Wales with charity number 1204622. For the remainder of this policy, we will refer to IMO2024.

IMO2024 is committed to encouraging equality, diversity, and inclusion among our volunteers, and eliminating discrimination. The aim is for our volunteer group to be truly representative of all sections of society, and for each volunteer to feel respected and able to give their best.

We recognise that discrimination in the workplace in any form is unacceptable. Our Equality, Diversity & Inclusion Policy is to ensure that all volunteer applicants and volunteers are treated fairly and without favour or prejudice. This policy applies to all areas of recruitment and selection of volunteers.

We welcome volunteer applications from all areas of the community and will endeavour to ensure we reach the widest cross section of the community. We are committed to ensuring that in all situations people will be judged on merit, ability, and suitability for the role. We ask each and every staff member and volunteer to observe and abide by this policy at all times.

This policy's purpose is to:

1. Provide equality, fairness, and respect for all our volunteers
2. Ensure IMO2024 does not discriminate in our volunteer recruitment and selection process, and that no volunteer receives less than favourable treatment, on the grounds of:
  - Age
  - Disability
  - gender reassignment
  - marriage and civil partnership
  - pregnancy and maternity
  - race (including colour, nationality, and ethnic or national origin)
  - religion or belief
  - sex
  - sexual orientation
  - Political opinion/affiliation
3. Oppose and avoid all forms of unlawful discrimination under the Equality Act 2010.

We commit to:

1. Keeping our application process as simple and straightforward as possible and not asking for unnecessary information during this process.

### **The International Mathematical Olympiad 2024 in the United Kingdom**

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Registered address: IMO 2024, c/o Purposeful Ventures, The Yellow Building, 1 Nicholas Road, London, W11 4AN, UK

2. Ensuring each and every member of staff and volunteer has an obligation to make a positive contribution towards engendering an environment of equal opportunity throughout the IMO2024 planning and event delivery stages
3. Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all volunteers are recognised and valued.
4. Take seriously complaints of bullying harassment, victimisation and unlawful discrimination by fellow volunteers, attendees, suppliers, visitors, the public and any others in the course of IMO2024 activities.
5. Make decisions concerning volunteers being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
6. Monitor the make-up of the volunteer group regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in this equality, diversity and inclusion policy. Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them, and considering and taking action to address any issues.

Any volunteer who believes that they have been discriminated against, or not treated in line with this policy, we would urge to contact us through [info@imo2024.uk](mailto:info@imo2024.uk).