

Equality, Diversity and Inclusion Policy

Our commitment

We're committed to creating a workplace and a culture where equality, equity, diversity and inclusion are at the heart of everything we do. We want you to feel that you belong, that your differences are recognised and celebrated, and that you can be yourself. We actively work to remove barriers that might prevent anyone from feeling valued, included or able to thrive.

Our approach to equality, diversity and inclusion

We're proud to be an equal opportunities employer. That means we're committed to treating everyone fairly and making sure our services and ways of working are inclusive and free from discrimination.

This policy is here to make sure no one is treated less favourably because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation or because of requirements or conditions that aren't relevant to your role.

We also want to make sure you're never victimised, bullied or harassed. You can find out more about this in our Bullying and Harassment Policy.

When we talk about equality, inclusion, diversity and equity, this is what we mean:

- **Equality** is about making sure everyone has the same opportunities to fulfil their potential, free from discrimination
- **Inclusion** is making sure that everyone feels safe being themselves and knows their contribution matters
- **Diversity** is about recognising and celebrating our differences
- **Equity** means understanding that not everyone starts from the same place, and doing something about it

We value everyone as individuals, with your own cultures, experiences, ideas and opinions. This policy applies to you whether you're an employee, consultant, contractor, volunteer, casual or agency worker. It covers every stage of employment; from recruitment and training to development and promotion. We keep these areas under review to make sure they're fair and inclusive.

If you're a manager, we expect you to lead by example, act appropriately and help create an inclusive, respectful workplace. You'll be offered training to support this.

We design all our people-related policies with equality and inclusion in mind and we're committed to treating everyone with respect, whether you work full time, part time, temporarily or on a self-employed basis. Access to jobs, training and progression is based on your skills and potential, we want to help you grow and thrive.

It benefits everyone when we value diversity, support equity and follow the law. While managers set the tone, we all have a role to play in treating others with dignity and respect.

If you have any suggestions for how we could improve this policy, we encourage you to speak with your line manager.

If you ever experience or witness discrimination, you can raise it through our grievance procedure or our Bullying and Harassment Policy.

Breaches of this policy are taken seriously and could lead to disciplinary action, including dismissal.

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Our commitment to you as an employer

We are committed to;

- creating a workplace where your individual differences and contributions are recognised and appreciated
- making sure you're treated with dignity and respect; we do not tolerate bullying or harassment
- offering you fair access to training, development and career progression
- promoting inclusion and diversity as part of how we lead and work every day
- reviewing our policies and practices to keep them fair and inclusive
- taking steps to improve equity by:
 - advertising jobs fairly
 - encouraging applications from underrepresented or disadvantaged groups
 - supporting disabled applicants and employees
 - removing unnecessary barriers to jobs, training, progression and benefits
- monitoring workforce diversity to help us live up to our values
- reviewing this policy each year

Our commitment to clients or service users

We are committed to;

- delivering services fairly and equally to everyone
- making sure our services meet a range of needs
- identifying and removing barriers so everyone can access support
- taking action to meet specific needs where appropriate
- reviewing this policy every year and supporting it at the highest levels
- making it easy for clients and service users to share feedback or raise concerns if they feel they've been treated unfairly

Equal opportunity commitments

Age

We will:

- treat people of all ages with respect and dignity
- make sure everyone has equal access to jobs, training and development
- challenge age-based stereotypes

Disability

We will:

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- make reasonable adjustments so that disabled people can access our services and opportunities; if an adjustment isn't possible, we'll talk with you about alternatives
- challenge stereotypes and assumptions about disability
- keep improving accessibility through things like braille, loop systems or sign language
- encourage you to tell us if you're disabled so we can support you properly
- keep our buildings and spaces under review to ensure accessibility

Race

We will:

- challenge racism wherever it happens
- respond to racist incidents quickly and sensitively
- promote racial equality and inclusion in our work
- take positive action to address disadvantage
- ensure equal access to services, jobs, training and pay

Gender

We will:

- challenge discriminatory behaviour or language around gender
- take positive action to address gender inequality
- make sure jobs, training and pay are fair
- offer support for people undergoing gender reassignment

Sexual Orientation

We will:

- meet the needs of LGBTQ+ individuals in everything we do
- challenge discrimination and promote inclusive representation
- take positive action to support LGBTQ+ inclusion
- ensure fair access to services, jobs, training and pay

Religion or Belief

We will:

- respect your beliefs and observances, and accommodate them where possible
- make sure one person's beliefs don't interfere with others' rights

Pregnancy or Maternity

We will:

- treat you with dignity and respect during pregnancy or maternity leave
- challenge any unfair treatment related to pregnancy or maternity
- make sure no one is disadvantaged during or after leave

Marriage or Civil Partnership

We will:

- treat you fairly whatever your marital or civil partnership status
- challenge stereotypes and assumptions
- make sure your relationship status doesn't affect your opportunities or treatment

Part-time and Fixed-term Work

If you work part-time or on a fixed-term contract, we'll treat you fairly and equally to permanent or full-time staff, unless there's a good reason not to.

Equal Pay

You'll get equal contractual pay and benefits for doing the same, equivalent or equally valuable work.

POLICY REVIEW

Version Number	Date of Review	Reason for Review	Approved by
1		Introduction of Policy	
2	June 2025	Policy Review	