
BEHIND CLOSED DOORS



EQUALITY AND DIVERSITY STATEMENT

Date Approved:

Date for Review:

Signed on behalf of Management Committee:

SECTION 1

EQUALITY AND DIVERSITY STATEMENT

Equality is about creating a fairer society where everyone can participate and has the opportunity to fulfil their potential. It is not about treating people the same; it is recognising that everyone has different needs, which need meeting in different ways.

Diversity is based on everyone being different. Our commitment to diversity is about recognising, valuing and respecting differences in others and embracing the differences. We welcome the different skills, abilities and experiences that people bring into the workforce, the Organisation's services and the wider community.

- 1.1 Behind Closed Doors aims to promote equality and diversity as an employer and seeks to ensure that equality and diversity principles underpin all areas of the organisation's work and service provision.
- 1.2 Behind Closed Doors recognises that many people and groups suffer discrimination and face serious barriers when trying to fulfil their true potential. It also recognises that not all forms of unreasonable and unfair discrimination are the subject of legislation. It is the aim of this organisation to take positive steps to redress discrimination, to improve equality of opportunity and to combat any unreasonable or unfair treatment which places people at a disadvantage for any reasons not directly related to their ability to do a job for this organisation or to their eligibility to receive services from us.
- 1.3 In most cases it is unfair and unlawful to discriminate against people because of a range of Protected Characteristics as defined by the Equality Act 2010. (See Appendix 1). These are age, disability, gender reassignment, marriage or civil partnership (in employment only); pregnancy and maternity, race, religion or belief, sex and sexual orientation.

However we recognise that people may experience discrimination for many additional social, educational and economic reasons such as their language, health, physical or mental disability, HIV status, caring responsibilities, trade union activity, where they live, how they speak and whether they work part-time or flexibly. This policy will apply equally to all these circumstances.

- 1.4 Behind Closed Doors will not tolerate discrimination (direct, indirect, by association or because of perception of a protected characteristic), harassment, bullying, victimisation or abuse of people who are members of staff or of people connected with the services provided by Behind Closed Doors.
- 1.5 A separate anti-discriminatory recruitment and selection policy outlines the specific steps which Behind Closed Doors will take to ensure that its recruitment practice is without bias and that its selection decisions are based solely on fair and justifiable, job related criteria.