

Our Commitment to Equality, Diversity and Human Rights Strategy

We are an organisation that deals with a wide range of complex policy-related initiatives. We also deliver services to a wide range of stakeholders. Our scheme must be capable of handling that complexity, and the complexity of the issues related to equal opportunities, diversity and human rights. As a result it needs to:

- Reflect the structure and focus of equalities legislation
- Take account of the work that is already being done to promote equality, diversity and human rights
- Build upon existing plans, initiatives, processes and procedures in order to mainstream equality, diversity and human rights.

We are committed to meeting our obligations under the equalities legislation, which is outlined in the next section, and acting as a beacon of good practice within the sector. To do so, we will use the specific duties outlined below to make equality, diversity and human rights an underpinning theme in the development, delivery and refinement of our policies, initiatives, services.

Our policies, initiatives and services will also take into account the 9 protected characteristics that are stated in the Equality and Diversity Act 2010 which are as follows; 'Age, Pregnancy and Maternity, Sex, Disability, Marriage and Civil Partnerships, Race, Religion or Belief, Gender Reassignment and Sexual Orientation'.

Our Commitment to Safeguarding Our Community

We are committed to ensuring that we protect the wellbeing of all members of our community, particularly those who are considered more vulnerable and protected by the centres Child and Vulnerable Adult Protection Policy and procedures.

With respect to equality, diversity and human rights, we will evaluate the extent to which they feel safe, supported and valued against the following criteria:

- All members of our community are welcomed and respected
- Vulnerable members of our community understand arrangements to keep them safe
- Complaints about equality, diversity and human rights are recorded and dealt with effectively
- All members of our community understand what behaviours are considered abusive, discriminatory and bullying
- All members of our community understand their rights and responsibilities with respect to the prevention of discrimination