

## **POLICY STATEMENT ON EQUALITY AND DIVERSITY**

We are committed to making sure we promote equality and respect diversity.

The definition we use for equality is:

‘preventing, removing or limiting discrimination between anybody because of their sex, marital status (whether they are married or single), race, disability, age, sexuality, language, social position or any other personal qualities, including their beliefs or opinions.’

The definition we use for diversity is:

‘recognising and valuing the fact that society is made up of many different groups with different interests, skills, talents and needs.’

We are committed to:

- making equality a normal part of our business;
- doing more than the law say we have to do; and
- being responsible for our success and for our failures.

We will achieve this by:

- being a good employer;
- continually improving what we do;
- raising awareness of equality and diversity issues in the areas we work in;
- including equality and diversity issues in all our policies and procedures;
- making sure that our communications take account of equality and diversity issues;
- making sure that our services are easily available to everybody;
  - monitoring our progress in putting this policy into action; and
- making sure that we have open, accessible and meaningful consultation, and easy and effective arrangements for collecting people’s views on all equality and diversity issues.

We will make sure that we put this policy into practice by developing an action plan that we regularly monitor, review and update. And we will make sure that we provide the resources to make the actions happen.

