



EQUALITY AND DIVERSITY STATEMENT

- 1.1 Staying Put aims to foster and promote equality and diversity as an employer and seeks to ensure that equality, diversity and inclusion principles underpin all areas of the organisation's work and service provision. Staying Put aims to create a working environment where employees, volunteers, clients and partners are treated with the respect and dignity and where diversity is valued.
- 1.2 Staying Put 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 the 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 or to their eligibility to receive services from us.
- 1.3 In most cases it is unlawful to discriminate against people on grounds of gender, pregnancy, race, colour, nationality, ethnic and national origin, sexuality/sexual orientation, religion or belief, age, or because they are disabled, married, a member of a trade union, work part time or on a fixed-term contract.

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 flexibly. This policy will apply equally to all these circumstances.
- 1.4 Staying Put operates a strict zero-tolerance approach to discrimination, harassment, sexual harassment, bullying, racism, victimisation or abuse of people who are employees or of people connected with the services provided by the organisation.
- 1.5 We are dedicated to promoting diversity and representation within our organisation and we will actively recruit employees, volunteers and board members from diverse racial and ethnic backgrounds to better reflect the communities we serve.
- 1.6 Staying Put encourages employees, volunteers, clients etc. who witness or experience bullying, harassment, sexual harassment, racism or victimisation to report it immediately in line with our Anti-Harassment and Complaint Policies. All complaints will be treated with confidentiality and investigated promptly and impartially.