



Equality and Diversity Mission Statement

As an organisation, Relate Derby and Southern Derbyshire aims to be supportive, fair, just and free from discrimination. In line with these objectives, we will challenge discrimination based on age, disability, gender identity, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation; actively promote equality and diversity; and ensure that the legislation and policy requirements within the protected characteristics of equality and diversity are implemented into all our working practices.

Commitments

Our vision for equality and diversity goes beyond documenting the actions we take and more on measuring the outcomes we achieve. As part of our interaction with our service users, employees, volunteers and other associates, we will be pro-active and monitor and evaluate our progress made towards meeting our objectives to:

- I. Actively work to increase and improve the usability and accessibility of our services and in doing so aim to meet our legal, moral and ethical obligations
- II. Encourage diversity and eliminate unfair treatment and discrimination through a full range of policies and procedures.
- III. Recognise that employees have rights to work in a supportive, safe and harassment-free environment and have individual and collective responsibility to value and respect each other's contributions.

Accessibility

Relate Derby and Southern Derbyshire's vision is to create an environment in which all people have equal access to our services. We want to eliminate discrimination and promote equality of opportunity. We are committed to Relate Derby and Southern Derbyshire becoming fully accessible and are therefore actively working to increase and improve the usability and accessibility of our services and in doing so aim to meet our legal, moral and ethical obligations.

Employment

In regard to employment:

- We will not discriminate on the basis of age, disability, gender identity, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation in the allocation of employees employed in any post.
- All employees will be considered solely on their merits for career development and promotion with equal opportunities for all.
- All employees of Relate Derby and Southern Derbyshire are required to comply with the organisation's equality aims and to treat fellow colleagues with dignity and respect.
- We support and adhere to family-friendly and flexible working policies where possible.

Communication of Equality and Diversity Mission Statement

This Mission Statement will be communicated publically via our website. New employees will be briefed on the content of the Mission Statement as well as the Equality and Diversity Policy during the Induction process. The Mission Statement will also be available to all staff via the staff section of the website.

If you would like to see a copy of any relevant policies or alternatively if you have any feedback or comments then please contact Bev Miller at bmiller@relatederby.org.uk