

Equal Opportunities Diversity and Inclusion Statement

WE ARE THRIVE is committed in its pursuit to equality of opportunity and to a pro-active and inclusive approach to equality regardless of age, gender, sexual orientation, disability, ethnicity, marital status, pregnancy, race, religion or belief, applicants or clients will be considered based on their abilities, qualifications and the needs of our Organisation.

We are continuously working to improving the diversity of our workforce and we strive to provide an inclusive working environment where people feel respected and supported in fulfilling their potential.

As we want to reflect the diversity of our neighbourhood and beyond, we encourage applications from male candidates alongside candidates from Black, Asian and Minority Ethnic (BAME) backgrounds.

WE ARE THRIVE are committed to:

- Working towards eliminating unlawful discrimination, harassment, and victimisation based on a protected characteristic, whether actual, perceptive, or associative.
- Advance equality of opportunity between persons who share a protected characteristic and persons who do not share it.
- Foster good relations between persons who share a protected characteristic and persons who do not share it.
- Monitor the recruitment and progress of all staff, contracted therapists and volunteers whilst collecting and collating equalities information and data as required by law.
- Promote an inclusive culture, good practice in teaching, learning, and assessment, and good management practice, through the development of codes of best practice, policies, and training.
- Take positive action wherever possible to support this policy and its aims.
- Publish this policy widely amongst the Organisation and its publics.

We are committed to regularly reviewing our policies and subjecting them to continuous scrutiny and assessment in order to examine how they affect protected groups and to identify whether its policies help to achieve equality – or otherwise - of opportunity for all these groups.

Regular review will ensure:

- We meet Government and associated guidelines
- Develop and implement Best Practice.
- Promote Equality and Diversity, including attendance at relevant diversity events, training, and guidance as required.
- Data and Information Provision, including appropriate monitoring and compliance reporting.

Progress against actions and objectives will be reported to board immediately with updates offered at each subsequent meeting.

Our compliance is informed by:

- The Equality Act (2010) and associated secondary legislation.
- Criminal Justice and Immigration Act (2008).
- The Racial and Religious Hatred Act (2006).
- The Civil Partnership Act (2004).
- The Gender Recognition Act (2004).
- Criminal Justice Act (2003).
- The Human Rights Act (1998).
- The Protection from Harassment Act (1997).
- Special Education Needs and Disability Act (2001).

In addition, this will be informed by the Codes of Practice or Guidance issued by the Equality and Human Rights Commission and other relevant bodies. These Codes are not legally binding (though they are admissible as evidence in Employment Tribunals) and WE ARE THRIVE supports them fully.

This policy will be amended as appropriate to meet the demands of future legislation.

Signed: L.J.Jeremy

Signed: 1st November 2018