

Valuing ALL

Our Commitment to adhering to Equality & Diversity Principles

We believe that excellence will be achieved through recognising the value of every individual. We aim to create an environment that respects the diversity of staff and service users, enabling them to achieve their full potential, contribute fully and derive maximum benefit and enjoyment from their involvement in the Company.

To this end the Company will embed in all its activities the following basic rights for all:

- To receive a professional and appropriate service
- To be treated with respect and dignity
- To be treated fairly with regard to all procedures, assessments and choices
- To receive encouragement to reach their full potential

Of course these rights carry with them responsibilities not just for the Company, but also all its staff, service users and those who supply services on our behalf.

We must all recognise and uphold these rights and act in accordance with them in our dealings with others.

Our statutory duty under The Equality Act 2010

As a Company providing statutory children's services we must go further in making society fairer by tackling discrimination and providing equality of opportunity for all.

The Equality Act 2010 places a new Equality Duty on the Council to work to:

- Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between persons who share a protected characteristic and persons who don't share it
- Foster good relations between persons who share a relevant protected characteristic and persons who don't share it.

No individual will be unjustifiably discriminated against. This includes, but is not limited to, discrimination because of the following characteristics (known as protected characteristics under the Act):

- Age,
- Disability,
- Gender reassignment,
- Marriage and civil partnerships
- Pregnancy and maternity,
- Race,
- Religion and belief
- Sex
- Sexual orientation

- ✓ We will engage with people to ensure the service is relevant and meets their needs.
- ✓ We will empower people to recognise and counter discrimination, and be supportive in doing so.
- ✓ No form of intimidation, bullying or harassment will be tolerated.

The Company and its independent Board of Directors have overall responsibility for ensuring that we operate within a framework of equality of opportunity, delegated to all managers throughout the Company.

All members of staff and students have a duty to support and uphold the principles of equality and diversity and are required to undertake the Equality & Diversity training on the practitioner's portal (see log-in below):

<https://togetherforchildren.co.uk/lms/enrol/index.php?id=473>

- ✓ You need a log-in and password which can easily be created by following the online instructions or emailing learning.hub@sunderland.gov.uk