



Epic Partners Equality and Diversity Statement

Epic Partners is committed to promoting equality and diversity in all its activities to promote inclusive processes, practices and culture.

We will strive to work to eliminate any unlawful or unfair discrimination including direct or indirect discrimination, discrimination by association, discrimination linked to a perceived characteristic, harassment and victimisation.

We will remain proactive in taking steps to ensure inclusion and engagement for all the people who work for and with us. This will also apply to the children and families we work with.

We will continue to strive towards a culture that is diverse and inclusive that recognises and develops the potential of all staff and service users.

We recognise the business benefits and opportunities of having a diverse community of staff who value one another and realising the contribution they can make to achieving Epic's vision for the children and families of St Anns and Sneinton.

This includes promoting equality and diversity for all, irrespective of:

Age

Disability

Ethnicity (including race, colour and nationality)

Gender

Gender reassignment

Religion or belief

Sexual orientation

Marriage and civil partnership

Pregnancy and maternity

Refugees and asylum seekers

People with diverse communication needs

This statement applies to all staff, service users, trustees, volunteers and those with whom we work in partnership.

Principles

Our vision is to improve outcomes for children and families in St Anns and Sneinton. Equality, diversity and inclusion are at the heart of realising this vision. Our approach to equality and diversity is based on the following principles:

Fairness: We will work in a way which promotes equality and diversity and which does not discriminate against any of our staff, service users or volunteers.

Respect: We will work in partnership with staff, service users and volunteers to encourage a culture where everyone receives respect and can voice their diverse needs, knowing that they will be heard.

Honesty: We will work to ensure that our practices are transparent and open to scrutiny.

Providing opportunity: We will work towards a culture where all service users, staff and volunteers have the opportunity to reach their full potential.

Expertise and excellence: We will work to high standards to ensure that the diverse needs of service users are recognised and met.

This policy is reviewed and updated every two years.

Last review: August 2019