

## Together's Equality and Diversity statement

Together recognises that: “An equal society protects and promotes equal, real freedom and substantive opportunity to live in the ways people value and would choose, so that everyone can flourish. An equal society recognises people’s different needs, situations and goals and removes the barriers that limit what people can do and can be” (Equalities Review 2007).

We believe that the principles of an equal society underpin our person- centred, service user led approach to mental wellbeing.

Together is committed to compliance with relevant equality legislation, the Equality Act 2010, The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, codes of practice and relevant best practice guidance in creating environments where:

- Unlawful discrimination, harassment or bullying is not tolerated.
- People are treated, fairly and according to their needs.
- There is equality of access to all opportunities.

We will treat everyone with the same attention, courtesy, dignity and respect, regardless of age, disability, race, sex, gender identity, religion or belief, sexual orientation, marriage or civil partnership status, pregnancy or maternity status.

We aim to:

- Create a culture that empowers everyone, challenges discrimination and supports inclusion
- Be a place where everyone feels that equality is their business and takes an active part
- Ensure all Together staff and volunteers are able to respond to the needs of a diverse service user and staff group with protected characteristics, including mental health issues
- Understand how both employment and support are experienced
- Make sure that all the policies and procedures guide and inform our commitment to Equality and Diversity

This policy applies to:

- All Together employees and anyone working for us on whatever basis
- People who volunteer for Together
- People who use our services

Linda Bryant  
Chief Executive Officer

Signed



Date

July 2019