

## DIVERSITY POSITION STATEMENT

Dingley's Promise views equality and diversity as a creative opportunity to embrace, respond and be relevant to its local community. We recognise that we need to create an environment where all children, carers and their families feel they are treated equally as individuals and enables our staff and volunteers to thrive and achieve their full potential.

### Diversity Value Statement

Diversity is about understanding, recognising, valuing and respecting difference in the broadest sense. It is about creating a working culture through the implementation of practices that harness difference for the benefit of its attending children, carers and families and its workforce.

#### Why diversity matters?

Our families, staff and volunteers are increasingly diverse and ever changing. We must strive to stay relevant to the needs of all our attending children and their families, our employees and our volunteers.

Our funding comes from various sources who expect diversity to be an integral part of our mission.

Legislation - the law is clear and supports the advancement of diversity and equality.

### Benefits of Diversity

#### Better service to children and their families:

- Better understanding of the needs of attending children and how these needs are met;
- All children and families feel they are treated as individuals, and with respect;
- Our organisation is regarded more positively in local communities around the issue of diversity and equality.

#### Improved Employee Relations:

- An organisation with a diverse range of employees and volunteers is well placed to understand the needs of a wide range of service users;
- A healthier, more productive working atmosphere in which ideas can flourish;
- A more diverse workforce is encouraged to use its talents to the full;
- Better understanding of the individual needs of colleagues;
- Better staff retention;
- Improved morale;



- Greater ability to attract staff from a diverse talent pool;
- Greater contributes to the health and well-being of society.

## Our Aims

- The purpose of this Position Statement is to provide equality and fairness for all in our employment practices and not to discriminate on grounds of gender, gender reassignment, marital status (including civil partnerships), race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age. We oppose all forms of unlawful and unfair discrimination.
- Dingley's Promise is committed to eliminating discrimination and encouraging diversity amongst our staff and volunteers. We want our workforce to be truly representative of all sections of society and for each employee to feel respected and able to give of their best.
- We are proud of our staff and volunteers, respect their views and invest in helping them meet their potential.
- We recognise, respect and value diversity and will strive in all we do to serve the interests of, and engage with, our attending children, carers, staff and the community in general.
- All staff and volunteers whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.
- All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

## Our Commitment

We want to create an organisation that:

- Truly represents all sections of society, valuing the contribution that staff, patients, carers and volunteers make to our mission and vision;
- Delivers services that are accessible to and meet the needs of all our patients, carers, staff and volunteers;
- Fosters an environment in which individual differences and the contribution of all of our staff are recognized and valued;
- Tackles behaviours and attitudes that are judged to contribute to inequality and discrimination;
- Treats everyone with fairness, understanding, dignity and respect;
- Actively involves others in developing and refreshing our diversity policies through appropriate consultation;
- Promotes equality of opportunity for all;
- Responds to feedback and reviews our Position Statement regularly.



## To embed our Diversity Position Statement, we will

- Take proactive steps to understand, and make sure our staff understands, the needs, wishes and cultures of our diverse community.
- Promote our service in various ways considering the needs of our community.
- Take steps to ensure we can meet the diverse needs of our local population in so far as they can be anticipated, whilst ensuring every person is treated as an individual and their desires are never presumed.
- Ensure there should be no barriers, perceived or in practice, to accessing our care.
- Actively seek Trustee Board and Advisory Board members who will add to our knowledge and understanding of diversity.

## Accountability

The Chief Executive is accountable for equal opportunities and diversity in both employment and service provisions. It will be the responsibility of everyone in the organisation to adhere to this Diversity Position Statement and actively promote this within their work.

The Position Statement will be agreed by the Trustee Board, and communicated to all employees and job applicants, and will be placed on the Dingley's Promise website.

