



Equality and Diversity and Inclusion Policy of Sal's Shoes ('the Charity')

Equality - making sure everyone can access the same opportunities.

Diversity - valuing the differences between people.

Inclusion - a measure of how safe and welcome people feel in their environment.

Sal's Shoes is committed to encouraging a dynamic and inclusive working environment, where we benefit from a variety of perspectives to make smarter decisions and better support people in crisis.

We have a humanitarian, ethical and legal responsibility to celebrate and champion equality and diversity. We will actively work to ensure that our organisation is inclusive and accessible to all.

We are committed to being an inclusive organisation, where we benefit from a variety of perspectives and better reflect the communities we serve, to make smarter decisions and better support people in crisis.

We have a humanitarian, ethical and legal responsibility to champion equality, diversity, and inclusion. It is only through embracing equality and diversity that we can truly embody our principles and organisational values and create a more compassionate and courageous Sal's Shoes.

We expect all our people to be accountable for equality, diversity, and inclusion at Sal's Shoes, working together in unity to perform at our best and better support people in crisis.

Sal's Shoes has adopted the Equalities Review 2007 definition of an equal society which strengthens our approach to equality and diversity. The definition is:

"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 different people's different needs, situations and goals and removes the barriers that limit what people can do and can be".

Sal's Shoes is committed to:

- eliminating unlawful discrimination, harassment and victimisation;
- advancing equality of opportunity; and
- fostering good relations within and between our communities with a view to building good community relations

The Policy is in line with Sal's Shoes duties and responsibilities under the Equality Act 2010.

Our aims are that:

- all our existing and potential service users are treated with dignity and respect.



- our partnership and contract arrangements promote equality of opportunity.
- we will work with and between communities to help develop and strengthen relationships.
- our workforce will be reflective of all sections of society, and each trustee, employee or volunteer feels respected and able to give of their best.

We will treat everyone with the same attention, courtesy and respect regardless of:

- Age,
- Disability,
- Race or racial group (including colour, nationality and ethnic or national origins),
- Religion or belief,
- Sex
- Marriage and Civil Partnership,
- Gender reassignment,
- Pregnancy and maternity
- Sexual orientation,
- Caring responsibilities,
- Social class, or Trade union activity.

We will take all reasonable steps to ensure that we do not unlawfully discriminate.

Our commitment is to create an environment both for staff, volunteers, stakeholders, and contractors:

- that promotes dignity and respect for all;
- where people are treated fairly and according to their needs;
- where no form of intimidation, bullying or harassment is tolerated; and
- in which individual differences and the contributions of all are recognised and valued.

This policy applies to:

- all service users and those applying to access services;
- all contractors and sub-contractors; and
- all trustees, employees or volunteers, whether part-time, full-time or temporary, and
- all job applicants.

Roles and responsibilities

We all have a right to be treated fairly and with dignity and respect. For this to happen we have a responsibility to ensure that our own actions and behaviours are equally fair and that we respect the dignity of others. Less favourable treatment should be challenged directly, either by the recipient or by any witnesses. Where this is not possible, for whatever reason, then the complaints procedure can be used.

Good practice

In all our activities, we will:



- give due regard to equality and diversity when reviewing existing and developing new strategies/ policies and services/ functions to ensure that we secure flexible and fair working practices, provide excellent services and fairly award contracts, and commission services;
- engage and involve interested groups and individuals with our decision making processes;
- deal with all complaints of discrimination, harassment or victimisation promptly and with sensitivity to all those involved;
- take all opportunities to advance equality of opportunity and foster good relations within and between our communities.

In delivering our services we will:

- assess the needs of our existing and potential service users and ensure fair access to our services. This includes making reasonable adjustments to enable disabled people to use our services or work within our charity; In employment, learning and development continue to progress equal pay;
- assess the needs of our existing and potential disabled trustee, employee or volunteers and provide appropriate reasonable adjustments, and take appropriate positive action in recruitment and selection.

Support to implement the Policy

All our policies and practices are supported by appropriate training or briefing sessions and guidance. For the equality and diversity policy:

- Equality and diversity training is available through the initial induction program and
- guidance is also available on request from the trustee board.

Monitoring

All our policies contribute to our overall aims around equality. Key policies – such as those relating to employment, service delivery, community engagement, commissioning and procurement - are specifically designed to promote equality of opportunity and protect people against unlawful discrimination, harassment and victimisation. We collect and analyse data relating to these areas of policy, to identify trends and areas of inequality, and then take appropriate action.

Communications

The equality and diversity policy is available on our website. We will use all opportunities to promote the policy. This includes key messages, induction events for new staff, and specific equality and diversity events.

Responsibility for reviewing this document:

The trustee board will review this policy as needed and implement any legal changes into the policy.