

Equality and Diversity Policy

stABILITY Stavordale House, 6 Stavordale Road, Weymouth, Dorset, DT4 0AB

Date of Issue: 19/6/2025 Review Date: June 2026

1. Policy Statement

At stABILITY, we are committed to promoting equality, diversity, and inclusion in all aspects of our services. We value and celebrate the differences that make each individual unique and aim to create an environment where everyone is treated fairly, with dignity and respect, regardless of background, identity, or ability.

2. Purpose

This policy outlines our commitment to:- Eliminating discrimination, harassment, and victimisation.- Advancing equality of opportunity between people who share a protected characteristic and those who do not.- Fostering good relations between all individuals, staff, visitors, and service users.

3. Scope

This policy applies to:- All staff (permanent, temporary, volunteers).- All individuals accessing services at stABILITY.- Contractors and external agencies working on behalf of stABILITY.

4. Legal Framework

This policy aligns with the following legislation:- Equality Act 2010- Human Rights Act 1998- Care Act 2014- Employment Rights Act 1996

5. Protected Characteristics

Under the Equality Act 2010, we are committed to protecting individuals from discrimination on the basis of:- Age- Disability- Gender reassignment- Marriage and civil partnership- Pregnancy and maternity- Race- Religion or belief- Sex- Sexual orientation

6. Our Commitments

We will:- Ensure recruitment, employment, and promotion practices are fair and based on merit.- Provide inclusive services that respect the values and needs of all people.- Support staff through training and guidance on equality and diversity.- Promote inclusive communication that is accessible to people with learning difficulties.- Challenge any form of discrimination, bullying, or harassment in the workplace and service settings.

7. Responsibilities

****Management and Partners**** will:- Lead by example and embed equality in all decision-making processes.- Monitor compliance with this policy and take action if breached.

****Staff and Volunteers** must:-** Treat everyone with respect and dignity.- Challenge or report any discriminatory practices.- Participate in relevant training.

8. Monitoring and Review

We will regularly monitor:- Recruitment and employment data.- Service user feedback and access to services.- Staff training and development needs.

This policy will be reviewed annually or in response to changes in legislation or practice.

Policy Approval

Signed: _____

Name: Vicky Gordge / Angie Lambert / Connor Doherty

Position: Partners

Date: 20/6/25