

All about Equality and Diversity at St Anne's Community Services



This booklet has been made by St Anne's Community Services.



Hi I'm Eleanor. I am the Equality and Diversity Officer at St Anne's. This booklet explains about why **Equality** and **Diversity** is important for everybody at St Anne's Community Services.



Equality means that we treat everybody fairly. Everybody is equal.



Diversity means that there is a mix of lots of different people. We are all different.



There are lots of differences between people, like what we like doing, who we love, what we believe and how we were born.



We need to take **Equality** and **Diversity** very seriously to make sure everybody feels included and is treated fairly.



We don't want anybody to feel left out or excluded.



St Anne's follows the rules which the Government have made. The law on is called the **Equality Act**.



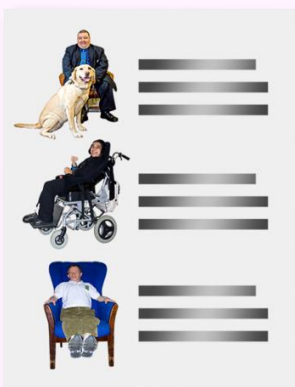
We **do not** allow discrimination at St Anne's Community Services.



Discrimination means treating somebody badly because of their Age, Sexuality, Gender, Disability, Religion, Race or whether they are married or in a civil partnership.



We think about **Equality** and **Diversity** very carefully when we do our work.



Here are some examples of how we think about **Equality** and **Diversity**.



We always check our policies to make sure that they don't treat people unfairly or exclude people.



We have a **Diversity Group** which is made up of Diversity Champions who help to spread the message



We listen to everybody who works with us. This includes our staff, people we support, family members and people in the community.



We have lots of different people working for us.



Accessible Information Standard

We make sure that you can understand the information that you need.



We celebrate Diversity all year round with events and campaigns. We use a **Diversity Calendar** to do this.



We give training to all of our staff so they can understand **Equality** and **Diversity**. This means that they can support lots of different people.



We also have a group of people to visit us and check that we are doing a good job with **Equality** and **Diversity**.



The Equality and Diversity Officer works with the Managers at St Anne's Community Services to make sure we treat people fairly.



If you would like more information about Equality and Diversity you can contact the **Equality and Diversity Officer**.



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