

The Hesley Group Single Equality Scheme

Everyone receiving a service from, or being employed by Hesley Group will receive fair and equal treatment based on their abilities or needs, in all aspects of our employment and service provision.

The Hesley Group prohibits acts of unlawful or unjustifiable discrimination.

1 Introduction

The Hesley Group respects the fundamental human right of every person not to be discriminated against on the grounds of Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation. Direct and/or indirect, associated or perceived discrimination, harassment or victimisation will not be tolerated within the workplace, or in the way services are delivered or functions and duties carried out. The Hesley Group is committed to promoting equality of opportunity, eliminating unlawful discrimination and promoting community cohesion within our services. We will seek to protect the right of everyone not to be discriminated against and work to ensure equality of opportunity for all, so that each person is supported to realise their potential.

The aims of this scheme are to ensure that all individuals who receive a service from Hesley Group receive one that is delivered in a way that meets their needs and protects them from discrimination and harassment, also that all staff working for the Hesley Group and all other partners take account of, make reasonable adjustments for, and celebrate people's diverse needs. To support this Hesley Group will do the following:

- 1 Clarify for people using Hesley Group Services (children, young people and adults), their families and carers, and all staff and other partners, Hesley Group's position, understanding and application of equality and diversity in practice.
- 2 Provide a clear statement of principles in relation to the Hesley Group's vision for an equal and inclusive provision of services and employment and demonstrates how the application of equalities and diversity good practice necessarily underpins the values of the organisation.
- 3 Outline the Hesley Group's duty to comply with relevant legislation and other statutory requirements and makes public its commitment to go beyond basic compliance wherever possible, in order to improve the delivery of equality and diversity in the services provided and in the workplace.

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- 4 Identify key groups that are most likely to experience ongoing discrimination and disadvantage.
- 5 Summarise how the Hesley Group will ensure that equality and diversity is integral to all of its work at every level, informing service planning, workforce management and engagement with the wider community.