

## EQUALITY AND DIVERSITY POLICY

### Our Ethos

Scoliosis Support and Research (SSR) is committed to ensuring that all those that come into contact with the charity are treated fairly.

We will make sure that equality and diversity are at the heart of our culture and that everyone is treated with dignity and respect.

Events organised by SSR must be inclusive to all irrespective of and regardless of age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion & belief, sex and sexual orientation. Our aim is that everyone will be treated fairly, openly honestly and with dignity.

Discrimination is unacceptable conduct which may lead to disciplinary action.

Any complaints of discrimination will be pursued immediately by the Chief Executive and a trustee.

### We expect staff working on behalf of SSR to:

- Actively carry forward the charity's ethos on equality and diversity, as laid out above
- Value individual needs, understanding and respecting difference when conducting duties on behalf of SSR
- Report any behaviour encountered that may be discriminatory to the Chief Executive

### Recruitment

SSR is committed to equal opportunities in employment, service delivery, use of property and all of its charity endeavours. It is recognised that in our society, groups and individuals have been and continue to be, discriminated against on the basis of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

SSR is committed to providing a working environment in which employees are able to realise their full potential and to contribute to our charity's success irrespective of their age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

In order to create conditions in which this goal can be realised, SSR is committed to promoting genuine equality of opportunities throughout the organisation. We expect employees to support this commitment and to assist in its realisation in all possible ways.

Specifically, SSR aims to ensure that no employee or candidate is subject to unlawful discrimination on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.