**EQUALITY and DIVERSITY POLICY STATEMENT**

**Policy Statement**

Alabaré has its origins in a Christian Community whose members were inspired by the Christian faith to take homeless people into their homes. Our Founding Story is at the heart of what we are as an organisation today.

“It is the intention of Alabaré to comply with with the Equality Act 2010, that we recognise and celebrate equality and diversity and not to unfairly discriminate as an employer or service provider, on the grounds of. the nine protected characteristics within the Act: Age, Disability, Race, Religion or Belief, Sexual orientation, Pregnancy and Maternity, Marriage or Civil partnership, Sex, and Gender reassignment. This means treating all our clients, staff, volunteers, stakeholders and the general public with respect and dignity in all dealings with Alabaré and in so doing promoting full life opportunities for everyone.”

**Responsibility**

The application and review of this policy are the responsibility of the Chief Executive and Executive Management Team e.g. through monthly, quarterly and annual reports, including to the Board of Trustees. The Operational Management Team and the HR department must ensure that all are aware of this policy and understand its application. **All** people connected with Alabaré have a responsibility to apply this policy and have the right themselves to be treated accordingly.

**Implementation**

The Charity makes the following provisions to promote Equality and Diversity:

1. Alabaré is committed to continuous improvement of policies and procedures on recruitment, training, performance appraisal and career development for all staff, volunteers and board members. We monitor characteristics of staff and service users and are implementing improvement plans where there is under-representation, unevenness of service access, quality or satisfaction etc. for any of the nine protected characteristics.

2. Alabaré will provide training so that no one will discriminate on the grounds of any of the nine protected characteristics

3. Alabaré will achieve fairness and equality of rights by making sure that we give equal consideration to people's needs and develop flexible and responsive services and employment opportunities to create an environment where all feel valued and supported.

4. Alabaré is committed to fair service and employment access and exit. Diversity and inclusion are embedded within the culture of the service and employment and there will be demonstrable promotion and implementation of this policy



Andrew Lord, Chief Executive

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