**Equality Diversity & Inclusion Statement**

**A fairer future for all**

We believe that everyone has the right to live without fear or prejudice regardless of race, age, gender, disability, sexual orientation, social class, religion and belief.

Everyone should be able to make a full contribution to society in their own unique way and live in a world which demonstrates respect and values diversity.

**Our responsibility**

 Emmaus Hertfordshire complies with the Equality Act 2010 (the “Act”) and we understand our duties under it. As an organisation we would treat any reports of discrimination seriously. Should such a report arise, we will ensure it is investigated and appropriate action taken in line with our internal policies and procedures.

**Our principles**

Emmaus Hertfordshire is committed though to do more than just comply with the Act.

1. **Our Community** - We will value our differences and benefit from our diversity of thought, background, and experience. We will work to reflect the diversity of those that we work with and for.
2. **Our Behaviours** – Our leaders will act as role models and champions. Individually and collectively we will uphold our shared vision and stand up to challenge behaviours that don’t reflect it.
3. **Our Progress** – We won’t stop listening and learning and will be honest and transparent about our progress.

**Our vision**

Our aim is to achieve a more equitable, diverse, and inclusive community by ensuring that our values are embedded in our practises and individual behaviours. We expect all of our third-party suppliers and partners to commit to treating their workforce with dignity and respect; in addition to complying with the Act.