



Equality and Diversity Statement of Intent

The West of England Centre for Inclusive Living (WECIL) is committed to providing an inclusive culture in which barriers are removed and individuals are encouraged to participate fully. We operate within the principle that we will deal with everyone with fairness, dignity and respect.

WECIL's Equality and Diversity Policy applies to all who work for and with the charity and covers all aspects of our work as an employer, as a provider of services and as a purchaser of goods and services.

WECIL believes that access to work opportunities, and the services we provide should be based on merit, equality, fairness and need and that no-one should be treated less favourably on the grounds of race, gender, impairment, age, sexual orientation and religion or belief. We expect everyone who works for us or with us to share these beliefs and to support us in trying to achieve these goals.

WECIL is firmly committed to diversity in all areas of its work. We believe that we have much to learn and profit from diverse cultures and perspectives, and that diversity will make our organisation more effective in meeting the needs of all our stakeholders.

WECIL is committed to the elimination of discrimination and the promotion of equality of opportunity and diversity in all our activities as a service provider and an employer. To help achieve this we will:

- Aim through our policies, procedures and working practices to provide equality of opportunity and to celebrate diversity; recognising different needs, experiences and aspirations and acting accordingly.
- Make sure people who work with us, are aware of our commitment to equality and diversity and are willing to adopt the same principles.

- Keep records of the sex, ethnic origin, age and numbers of people who apply to us for jobs or who use our services.
- Set targets in key areas and monitor our progress against them.
- Work in partnership with relevant agencies to ensure increased access to services and employment.
- Take account of equality and diversity issues when we make decision about changes to our service or employment practices.
- Take action when we consider that a member of staff or someone who works with us has acted in a way which has caused unlawful discrimination or harassment.
- Respond whenever anyone thinks we have not complied with our own procedures and have failed to provide an equal opportunity.
- Review our working practices and service delivery in relation to the information gained from monitoring feedback. The Equality and Diversity Policy will also be reviewed annually.

A copy of our Equality and Diversity Policy is available on request from our office at The Vassall Centre, Gill Avenue, Fishponds, Bristol BS16 2QQ.