

# STANDING TOGETHER

against domestic abuse

## Equality Statement

Standing Together Against Domestic Violence (“Standing Together”) is committed to the principle and practice of equality in access to and delivery of its services; and in creating a working environment in which diversity makes a positive contribution to achieving its organisational goals. It aims to adhere to its legal, social and moral responsibilities and to actively challenge discrimination against and promote opportunities for all its stakeholders<sup>1</sup> regardless of their race, ethnic group, class, religion or belief, sex, gender reassignment, ages, marital status, sexual orientation, abilities, disabilities and pregnancy or maternity/paternity status.

All stakeholders are expected to recognise and accept individual responsibility for equality and diversity within Standing Together and to ensure that their actions and words demonstrate and deliver dignity and respect for all.

### Equality Policy Statement on Employment

*This area of the policy covers recruitment, promotion and employment practices, from vacancy advertising, selection, recruitment, and training to conditions of service and reasons for termination of employment.*

Standing Together recognises that those who have experienced domestic abuse and other forms of assault in the home and those who have lived in a refuge may have particular qualities and skills to offer and therefore we have a practice of encouraging them to apply for employment with Standing Together where appropriate and to become involved in the management and running of our organisation.

Our employment policy aims to create and sustain an inclusive work environment which provides equality of opportunity for everyone. This is monitored through data collection of applicants used anonymously and solely to ensure fair accessibility to employment with STADV.

Upon commencement of employment with STADV all Trustees and staff agree to work in accordance to this policy and this is covered in section 18 of the employment contract. Contracts are reviewed for new and existing staff to remain in line with employments laws in England and Wales and to ensure equality for all stakeholders.

Stakeholder’s who consider that they have suffered from unequal treatment on any grounds listed above may make a complaint, which will be dealt with under Standing Together’s grievance procedure or complaints procedure as appropriate.

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<sup>1</sup> Trustee, staff member, job applicant, student, volunteer (member of a partnership organisation) or user of services provided by Standing Together.

## **Equality Policy Statement on Management**

*This part of the policy covers management of the organisation, from composition of the membership, decision-making, access to committee meetings and training of committee members.*

In the implementation of our equality policy we will attempt to publicise the recruitment of trustees as widely as possible to have a committee that is representative of the users of the services developed or encouraged by Standing Together.

We shall also attempt to support our stakeholders by ensuring that Trustees and managers receive any necessary training in equality, best practice to encourage a diverse workplace and skills in management of staff.

As the ethos of Standing Together is to be wholly non-discriminatory we will endeavour to ensure all staff are capable of fulfilling their role, confident to challenge inequality appropriately and share the high standards that we hold. This will be monitored through regular supervision.

## **Equality Policy Statement on Service Delivery**

*This area of the policy covers service delivery from publicity and information about the services to interpretation of services, referrals and admissions, user needs including specific cultural needs, access needs, children, and working conditions.*

Standing Together recognises that groups and individuals may experience discrimination on the grounds described above and their access to services, choices and resources may be limited by this discrimination. We will attempt to implement practices that will ensure our services are accessible to a diverse range of agencies. This will include supporting other agencies to become more inclusive.

Standing Together is aware of the diversity in experience amongst survivors of domestic abuse who experience discrimination on similar grounds and acknowledges that many experience discriminations on multiple grounds. Special efforts will be made to ensure service provision is accessible to groups known to experience discrimination such as, black and minority ethnic women and children, disabled women and children and LGBT people.

Standing Together acknowledges the oppression suffered by young people of all ages including the very young. We will attempt in the provision of any service developed by Standing Together to combat this oppression by respecting and 'empowering' the young people who use it.

Standing Together recognises that domestic abuse exists in same sex relationships and that these survivors face specific problems when escaping abuse.

The implementation of this equal opportunities policy will mean that services are known to a wide and broad base section of the community; that the services offered are relevant to the majority of users; that there is networking to ensure that different cultural needs are catered for.



Signed:

**Nicole Jacobs, Chief Executive**

**Policy reviewed by: Bear Montique 15<sup>th</sup> Jan 2019**

Date: **15<sup>th</sup> January 2019**

*Due for review: **January 2020***