



Equality and Diversity Policy

CERA Ltd is committed to promoting equality and diversity in all its activities to promote inclusive processes, practices and culture.

We will strive to work to eliminate any unlawful or unfair discrimination including direct or indirect discrimination, discrimination by association, discrimination linked to a perceived characteristic, harassment and victimisation.

We will remain proactive in taking steps to ensure inclusion and engagement for all the people who work for and with us.

We will continue to strive towards a culture that is diverse and inclusive that recognises and develops the potential of all staff and service users.

We recognise the business benefits and opportunities of having a diverse community of staff who value one another and realising the contribution they can make to achieving CERA Ltd's vision 'changing lives, reducing crime'.

This includes promoting equality and diversity for all irrespective of:

- Age
- Disability
- Ethnicity (including race, colour and nationality)
- Gender
- Gender reassignment
- Religion or belief
- Sexual orientation
- Marriage and civil partnership
- Pregnancy and maternity
- Refugees and asylum seekers
- People with diverse communication needs
- Ex-offenders.

Under the Equality Act (2010) these are known as "protected characteristics".

This applies to all staff, service users, trustees, volunteers and those with whom we work in partnership.

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Principles

CERA Ltd.'s. Approach to equality and diversity is based on the following principles:

- **Fairness** We will work in a way which promotes equality and diversity and which does not discriminate against any of our staff, service users or volunteers.
- **Respect** We will work in partnership with staff, service users and volunteers to encourage a culture where everyone receives respect and can voice their diverse needs, knowing that they will be heard.
- **Honesty** We will work to ensure that our practices are transparent and open to scrutiny.

Providing opportunity... We will work towards a culture where all service users, staff and volunteers have the opportunity to reach their full potential.

Expertise and excellence... We will work to high standards to ensure that the diverse needs of service users are recognised and met.

Achieving our vision: taking action and getting results

We are commitment to good practice and identifies the key issues for CERA Ltd as an employer and service provider and are also committed to legislative and regulatory requirements to identify key goals to be achieved.

We intend to integrate equality and diversity into everything we do, to understand and meet the needs of colleagues and service users