



# EQUALITY AND DIVERSITY STATEMENT

Charity No 1183575

Wivey cares Equality and Diversity Policy draws on our values and sets our commitment to clients, volunteers, micro providers, trustees, committee members and other stakeholders.

The following principles define:

- Our behaviour towards clients, micro providers, volunteers and stakeholders.
- The behaviour we expect from volunteers and micro providers dealing with clients and the behaviour of clients working with Wivey Cares volunteers and micro providers.

## PRINCIPLES

1. We try to make equality, diversity and inclusion part of everything we do.
2. We treat people as individuals – respecting their identity – even when it is different from our own. We do not behave in a way that offends, intimidates, discriminates and is hostile, degrading or humiliating to others. Instead, we aim to create a safe and inclusive atmosphere.
3. We should understand and act upon the fact that what may be acceptable to one person may not be to another. Everyone is an individual.
4. We do not make offensive or insulting remarks relating to age, disability, sexual orientation, sex, race, religion and belief, trans status, sectarian/ political opinion or offending background. We challenge this sort of attitude and behaviour if you feel someone is behaving inappropriately.
5. We do not avoid people because we are unfamiliar with their diversity identity.
6. We aim to provide equal access to volunteering opportunities but are aware that physical and geographical factors may affect this aim. A client may also specify particular requirements that we have to take into account.
7. Wivey cares support volunteers and micro providers to identify their learning and development needs and undertake relevant learning and development.