

SUTTON CARERS CENTRE

Accepts and believes: that certain groups and individuals in society are oppressed, minoritised and disadvantaged due to discrimination directed against them and are denied equal opportunities because of race, disability, gender, sexuality, social class, age, religion and/or caring responsibilities. We aim to remove any barriers, bias or discrimination that prevents individuals or groups from realising their potential and contributing fully to our organisation's performance or accessing our services, and to develop an organisational culture that positively values diversity and inclusion.

Welcomes and adheres to: the statutory requirements laid down in the following acts:

- Equality Act 2010
- Race Relations Act 1976 (as amended)
- Sex Discrimination Act 1975 (as amended)
- Disability Discrimination Act 1995 (as amended)
- Rehabilitation of Offenders Act 1974
- Human Rights Act 1998
- Civil Partnership Act 2004
- Gender Recognition Act 2004
- Employment Equality (Age) Regulations 2006
- Work & Families Act 2006
- specific recognition of the role of Carers as well as statutory requirements as expressed in the Care Act 2014, Children & Families Act 2014, and Health and Care Act 2022, amongst others

Acknowledges: the considerable movement towards equal opportunities that has been achieved by the efforts of oppressed, minoritised and disadvantaged people, themselves.

Recognises: that it has moral and social responsibilities to the wider processes of change through all aspects of its work and practices in order to eliminate discrimination, promote diversity and inclusion, and promote equality of opportunity.

Is committed: to take positive steps to ensure that:

- its services are accessible, appropriate and delivered fairly to all
- the mix of its employees, volunteers and Board leaders reflects, as far as possible, the broad mix of the population of Sutton
- traditionally oppressed, minoritised and/or disadvantaged people in sections of the community are encouraged to participate in policy/development decisions about, and the management of, the services provided.
- all members of our Sutton Carers Centre community are committed, supported, equipped and competent to challenge discrimination.