



Equality and Diversity Statement

Suffolk Refugee Support (SRS) is committed to equal opportunities and to supporting diversity both in the provision of services and as an employer. We aim to treat people fairly and equitably regardless of who they are, their background or their lifestyle. The seriousness of this commitment is reflected in SRS having adopted Equality and Diversity as one of its main policies.

Equality of opportunity for all sections of our community is an essential part of the functions of SRS. This means recognising the inequalities which people suffer, and taking action to reduce them. SRS recognises that refugees and asylum seekers are a particularly vulnerable group of people and may experience prejudice and discrimination. SRS is committed to ensuring that refugees and asylum seekers are able to take their full place in society and are involved at all levels of SRS (see the Client Partnership Sub Committee's Terms of Reference).

This commitment is integral to the provision of service and to the work of staff, trustees and volunteers. We expect staff, trustees and volunteers to promote equality in the workplace and to deliver our service with sensitivity. Our Equality and Diversity and Code of Conduct policies require that SRS recognises and respects cultural and religious diversity as well as individual difference, whether visible or not. This policy aims to ensure that service users, trustees, volunteers and staff are neither victims nor perpetrators of discriminatory or abusive language or behaviour.

In essence, this means that no service user, job applicant, employee, volunteer, trustee or member should receive less favourable treatment on the grounds of protected characteristics as defined in UK law, these being age, disability (physical or mental impairment), gender reassignment, marital or civil partnership status, pregnancy or maternity, race (colour, nationality, ethnic or national origin), religious beliefs, sex and sexual orientation. In addition, SRS has widened the definition to include the following: caring responsibility, class or caste, HIV status, employment status, unrelated criminal convictions and union activities.

Revised: July 2021