

West Cheshire Autism Hub (WCAH) Equality and Diversity Policy

West Cheshire Autism Hub is dedicated to providing a supportive and inclusive culture, that values everyone equally, respecting individual differences. This commitment is present both in the workplace (with volunteers, employees and partners) and in the services we provide to service users. We would strive for volunteers and future employees to represent all sections of society. Furthermore, at the WCAH we promote and encourage diversity. This policy reinforces our commitment to providing equality and fairness in the delivery of our services, and in the employment of any future volunteers or employees. We will not provide less favourable treatment or facilities on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. At the WCAH we are opposed to all forms of unlawful and unfair discrimination. The skills and resources of our organisation will be fully utilised for the benefit of all.

Commitments:

- To create an environment in which individual differences are valued.
- To create an environment that promotes respect and dignity for everyone.
- To not tolerate any form of intimidation, bullying, or harassment.
- To encourage anyone who feels that they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- To annually review our equality and diversity policy.

The WCAH will inform volunteers and staff that an equality and diversity policy is in operation and that they are obliged to comply with its requirements.