

EQUALITY, DIVERSITY AND INCLUSION STATEMENT

Introduction

At I J Beim & Associates we value, celebrate and embrace Equality, Diversity and Inclusion (EDI). We believe our differences make us stronger and more effective in meeting our business objectives. Respect is one of our organisational values and is reflected in everything we do.

We will comply with the Equality Act 2010 and all legislation and EDI good practice. No individual will be unjustly discriminated against because of any protected characteristic. We believe discrimination or exclusion based on any individual protected characteristic represents a waste of talent and a denial of opportunity for self-fulfilment.

Protected Characteristics

- ❖ Age
- ❖ Race
- ❖ Disability
- ❖ Sexual Orientation
- ❖ Gender (sex)
- ❖ Gender reassignment
- ❖ Religion or belief
- ❖ Pregnancy and maternity/paternity
- ❖ Marriage and civil partnership

Our Equality, Diversity and Inclusion Vision

As a member of the local community, employer, service provider and procurer of services, we seek to:

Eliminate discrimination, prejudice, harassment and victimisation.

Proactively promote equality of opportunity, good relations and understanding.

We recognise historic under-representation and participation of some groups needs to be addressed to bring this into line with best practice.

We understand freedom from discrimination is a fundamental human right for everyone.

We will enforce a zero tolerance approach to unlawful discrimination and will take positive steps to tackle it in everything we do.

Our EDI Values

1. We value diversity and recognise that different people bring different perspectives, ideas, knowledge and insights that will benefit all.
2. We respect the rights of individuals, including the right to hold different views and beliefs. We will not allow these differences to be displayed in a way that is hostile or degrading to others.

Our Commitment to Equality, Diversity and Inclusion

We believe excellence in terms of service delivery and employment practice will be achieved through recognising the inherent benefits of diversity. We aim to create an environment that respects and values difference, where everyone feels welcomed and confident to be themselves. To this end, we acknowledge the following basic rights for everyone who works for us, relies on our services and who we contract or partner with to be:

- Treated with respect and dignity
- Treated fairly.

These rights carry responsibilities. We require all our stakeholders to recognise these rights and act in accordance with them.

Dealing with Discrimination

We have a zero tolerance approach to discrimination, harassment (including bullying), and victimisation of any individual. It is contradictory to our values and commitments. All allegations of such behaviour will be investigated, and appropriate action taken.

Responsibility

I J Beim & Associates Strategic Board has overall responsibility for ensuring we operate within the statutory requirements of the Equality Act 2010. The Director has overall management responsibility.

All employees, service users and contractors/service providers have a duty to support and uphold the principles of our EDI.

Signed 
Director Ian J Beim
Date 26.04.2018