



Registered Charity in Scotland SC036263 Company Limited by Guarantee SC341157

Policy Statement - Equality and Respect for People

At Break the Silence, we have built our culture and ethos around equality through equity, diversity, inclusion, and respect for people.

We are committed to providing a harmonious environment where everyone treats each other with dignity and respect and where no individual or group is subject to harassment or abuse of any kind.

We promote the principles of The Equality and Human Rights Commission ensuring that every individual we work with has an equal opportunity to make the most of their lives and talents.

Our commitments are to:

- Create an environment in which we value individual differences and the unique contribution each person brings.
- Make sure that everyone knows they are entitled to an environment that promotes dignity and respect for all.
- Provide proportionate support, training, development, and career progression opportunities to our team members.
- Review our employment policies and procedures regularly to make sure they demonstrate fairness, consistency, and compliance with relevant legislation.
- Monitor and review our culture and practices and recommend continuous improvement.

We don't accept unlawful discrimination of any kind and will take any necessary steps to ensure that no employee, client or job applicant is subject to illegal direct or indirect discrimination on the grounds of gender, gender reassignment, race (including colour, nationality, caste and ethnic origin), physical, developmental, behavioural or emotional and sensory impaired disabilities and characteristics, sexual orientation, marital status, part-time status, pregnancy, maternity, age, religion, or political belief.

We welcome the cooperation of all team members and those who act on behalf of Break the Silence in respecting our principles of equal opportunities and respect for people.

July 2023