



## Equality and Diversity Statement

RWNS is committed to offering equal opportunities, to supporting diversity and eliminating unlawful discrimination, both in the provision of services and as an employer.

We are committed to encouraging equality and inclusion among our workforce which includes volunteers and among guests and friends accessing our services.

We celebrate diversity as we know it makes for a stronger organisation. We aim for our workforce (including volunteers) to be truly representative of all sections of society, and for each employee and volunteer to feel respected and able to give their best.

No service user, job applicant, employee, volunteer or trustee will receive less favourable treatment on the grounds of protected characteristics as defined in UK law (Equality Act 2010):

- age,
- disability (physical or mental impairment),
- gender reassignment,
- marital or civil partnership status,
- pregnancy or maternity,
- race (colour, nationality, ethnic or national origin),
- Religion or belief,
- sex and
- sexual orientation.

We recognise that refugees and asylum seekers are a particularly marginalised and vulnerable group who may experience prejudice and discrimination. We will address the inequalities and misinformation that contribute to this and work in a trauma informed way to empower those using our services.

If there is anything you require to make your experience with RWNS more accessible, please speak to our volunteer coordinator ([volunteer.coordinator@rwns.org.uk](mailto:volunteer.coordinator@rwns.org.uk)) or Chair of Trustees ([chair@rwns.org.uk](mailto:chair@rwns.org.uk)).

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