

Accepts: that certain groups and individuals in society are oppressed and disadvantaged due to discrimination directed against them and are denied equal opportunities because of race, disability, gender, sexuality, social class, age, religion or caring responsibilities. We aim to remove any barriers, bias or discrimination that prevents individuals or groups from realising their potential and contributing fully to our organisation's performance or accessing our services and to develop an organisational culture that positively values diversity.

Welcomes: the statutory requirements laid down in the following acts:

- Race Relations Act 1976 (as amended)
- Sex Discrimination Act 1975 (as amended)
- Disability Discrimination Act 1995 (as amended)
- Rehabilitation of Offenders Act 1974
- Human Rights Act 1998
- Civil Partnership Act 2004
- Gender Recognition Act 2004
- Employment Equality (Age) Regulations 2006
- Work & Families Act 2006
- Equality Act 2010
- Amongst others

the recognition of the role of Carers as expressed in the "Caring for People" NHS Community Care Act.

The considerable movement towards equal opportunities that has been achieved by the efforts of disadvantaged people themselves.

Recognises: that it has moral and social responsibilities to the wide process of change through all aspects of its work and practices in order to eliminate discrimination and promote equality of opportunity.

Is committed: to take positive steps to ensure that:

- Its services are accessible, appropriate and delivered fairly to all
- The mix of its employees, volunteers and management committees, reflects, as far as possible, the broad mix of the population of Sutton
- Traditionally disadvantaged sections of the community are encouraged to participate in policy decisions about, and the management of, the services provided.

Draft version for update