

# Equality and Diversity Statement

## 1. Policy Statement

Epilepsy Connections is committed to demonstrating good practice in equality and diversity as an employer and service provider.

Epilepsy Connections aims to create a culture that respects and values difference, that promotes dignity, equality and diversity, and that encourages individuals to develop and maximise their potential.

We aim to remove any barriers, bias or discrimination that prevent individuals or groups from contributing fully to our organisation's objectives and to develop an organisational culture that positively values diversity.

## 2. Responsibilities

Epilepsy Connections expects all staff and volunteers to contribute to an environment where there is respect for the dignity and worth of each individual and each person's contribution is valued.

The Executive Director is responsible for ensuring that:

- Equality and Diversity Policy and Procedures are implemented and monitored
- staff are familiar with the policy and procedures and how they apply to everyday work activities
- all personnel policies, procedures and employment practices do not discriminate in any way and are consistent with this policy
- ensure that all those involved in recruitment of staff, volunteers and directors are aware of and have received training in the requirements of this policy.

Line managers have a responsibility to set standards of acceptable behaviour and must:

- act with fairness and equity
- implement fair, non-discriminatory practices within their areas and/or departments.
- Staff, Board of Directors and volunteers are required to support the Equality and Diversity Policy and Procedures and to ensure that discrimination does not occur in the workplace.

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