



All about Equality and Diversity



Hi I am Steve Scown and I am the boss of Dimensions.

This note talks about how important **equality** and **diversity** are to Dimensions.



Equality means being fair to everyone.



Diversity is a mix of lots of different sorts of people.



They might be different for lots of reasons like religion, where they were born, whether they are gay or straight, male or female.



We need to think about **equality** and **diversity** to make sure that everyone has the same chance to live the life they choose.



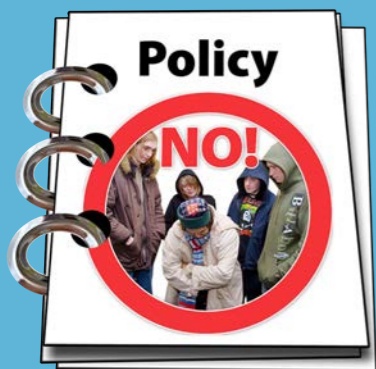
Here are some of the important ways that we do that:



Dimensions follows the rules made by the government around **equality** and **diversity**.



We have people that check our policies and procedures to make sure that they do not make things worse for a group of people.



Dimensions says no to **discrimination**.



Diversity Matters advisory groups. **Diversity Matters** is two groups of people who check that Dimensions treats both its staff and all the different people it supports fairly.



Discrimination is treating someone unfairly because of their age, religion, where they were born, whether they are gay or straight, male or female, whether they are married or in a civil partnership.



We listen and talk to our staff, people we support, families and communities.



We put **equality** and **diversity** first in the work that we do and every important decision we make.



We make sure that our information is easy to understand.



We give all our staff **equality** and **diversity** training.



We also get other people from outside Dimensions to check that we are doing a good job with **equality** and **diversity**.



We have an **equality and diversity advisor** who helps to make sure we treat people fairly.



If you would like any more information you can contact her.



Email: lisa.govier@dimensions-uk.org

or call **07776 196338**

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