

EQUALITY AND DIVERSITY CONSIDERATIONS



Challenging inequality and celebrating diversity

Equality and diversity is about quality of life for everyone and the creation of a society where everyone can participate and has the opportunity to fulfil their potential. Freedom from discrimination and equality of opportunity are fundamental rights.

The ACS Group believes in a society that welcomes, respects and celebrates the richness that individual differences can bring. Equality and Diversity means understanding that each person is unique and we should celebrate that uniqueness.

The ACS Group is committed to challenging inequality and celebrating diversity in which: -

- Staff can achieve their full potential and a good quality of life
- Clients and associates can access our services, facilities and information
- There is a feeling of engagement as an integral part of policy development, service changes in decision making and service delivery
- The ACS Group is a stronger, safer and inclusive place of work
- Clients and associate companies have trust and confidence in us and feel confident to report incidents of abuse or discrimination
- Our workforce is reflective of our community ethnic profile

The ACS Group recognise that mainstreaming equality and diversity in the delivery of services requires: -

- Political commitment and ownership, leadership and demonstration of behaviours that require equality and diversity considerations are integral to business planning and policy objectives
- Effective communication, networks and mechanisms for consultation together with participation with individual, groups, and organisations to support our obligations under equality and diversity legislation to have due regard to eliminate discrimination

Policy and legislation

The ACS Group are guided by our statutory obligations as set out in the Equality Act 2010. We welcome and acknowledge our legal duties and our own policies as a framework for improvement.