

Dignity and Respect Statement

Northern Guild has a strong and long-standing commitment to equality, diversity and inclusion and to promoting an inclusive community which celebrates difference, challenges prejudice and enables access for all to personal development and growth. In accordance with the Equality Act 2010 we do not tolerate direct discrimination on the grounds of one or more protected characteristics, or discrimination by association or perception. We also take measures to identify and eliminate instances of indirect discrimination from our policies, procedures and practices. This statement is actively supported through our operational policy, committee infrastructure, training materials, handbook, client evaluation and community meetings for students where we positively encourage feedback and implement recommendations in the spirit of continuous improvement.

At the heart of our ethos, is our respect for the integrity of the individual. Mindful of the psychological impact of social exclusion, and to ensure that practically we 'do what we say', Northern Guild seeks to be aware of and address the needs of all staff, students, service users, and visitors, showing due regard to those with protected characteristics. The aim is for our organisation to be representative of society, and for each individual to feel respected and able to give their best.

Northern Guild commits to creating an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all are recognised and valued. This commitment includes training employees and associates about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include stakeholders conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

We take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by stakeholders in the course of the Northern Guild work activities.

We review policies and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

There may be occasions when exceptions to this policy are granted, for example for support groups for people who identify with particular characteristics such as gender, sexuality, race, where the group members may choose to limit access.

Northern Guild is committed to making our services accessible to people with disabilities and we will endeavour make reasonable adjustments to facilitate this.

Northern Guild expects each person to treat others with dignity and respect, and regards bullying, harassment or discrimination as unacceptable behaviour. Individuals are encouraged to resolve matters informally through constructive, open and transparent dialogue. Northern Guild will respond promptly to any complaints and, where appropriate, take disciplinary action.

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