



Equality, Diversity and Inclusion Charter

Our belief:

Nacro believes equality, diversity and inclusion must be at the heart of everything we do. Giving everyone the best opportunity to contribute to our organisation and society is who we are. We all deserve the opportunity to develop our skills and talents to our full potential, work in a safe, supportive and inclusive environment. This means an environment in which we all feel we belong, can bring our full selves to work, be treated with dignity and have a meaningful voice on matters that affect us. We believe service users and learners thrive best with the support of an equally diverse and inclusive workforce. Belonging is central to combatting social injustice and delivering our vision of a socially just country where people feel safe, are supported to reach their aspirations and communities are crime free.

Our approach:

To make this a reality we all have a key part to play in tackling inequality, embracing diversity and creating an inclusive workplace culture that encourages talent to develop. Each one of us has a responsibility not to discriminate or treat any of our colleagues unfairly because of their difference.

Our commitments:

To meet the requirements of our belief and our approach we will:

- undertake to talk consciously, openly and constructively about equality, diversity and inclusion;
- speak up to confront stereotypes, discrimination and unconscious bias;
- support those who speak out;
- educate ourselves to understand how our behaviour impacts on others;
- hold each other to account on promoting opportunities for us all to influence how we do things to make the organisation inclusive.

We will work tirelessly to ensure that the makeup of our organisation reflects the communities that we serve.

Key definitions:

Equality is about treating people fairly and ensuring they have equal opportunity to make the most of their lives and talents. That means breaking down barriers, eliminating discrimination and ensuring equal opportunity and access for all groups both in employment and services. And it means treating everyone with fairness and respect and recognising the needs of individuals wherever we can.

Diversity means that we know people have diverse backgrounds, with different skills, knowledge and life experiences. We value these differences, using them to create a better community, a stronger workforce and a more successful organisation.



Inclusion is about positively striving to meet the needs of different people and taking deliberate action to create environments where everyone feels they belong, are respected and are able to achieve their full potential.

Equality, Diversity and **Inclusion** are not interchangeable but they are interdependent. There can be no equality of opportunity if difference is not recognised, valued and harnessed and without building an inclusive organisation where every employee has a strong sense of belonging.