

## **Sunderland YOS Draft Equality and Diversity Statement**

The Sunderland Youth Offending Team, in both its employment practices and in the provision of its services, recognises the diversity of the people and communities of Sunderland. It also recognises that many groups suffer direct or indirect discrimination in society and this can exclude them from full access, choice and opportunities within the community.

### **The Youth Offending Service is committed to:**

- Working in close harmony with Sunderland Council in our endeavour to fulfill our responsibilities in relation to the City Council's Equal Opportunities policy and Sunderland Children's Services Department's own Equal Opportunities Programme, which translates the Council's policy into practice within the Department
- Challenging any behaviour that perpetuates discrimination and which limits individuals from realising their potential
- Ensuring that no one will be discriminated against on the grounds of their race, gender, disability, sexual orientation, age, HIV status, marital status, class, religion or beliefs
- Carrying out service audits and maintain monitoring arrangements designed to identify areas of equality development and to support relevant action plans
- Consulting services users, staff, community groups and partners organisations on developing equality and diversity policies and action plans
- Tackling areas of discrimination and social exclusion to ensure that all its services are delivered in a fair and equitable manner
- Securing support of external partners and contractors for its equality and diversity objectives

**The Sunderland Youth Offending Service is committed to ensuring that equality and diversity is central to the way we work**