



TANGIER WOOD LTD

Equality, Diversity and Inclusion Statement

Introduction

Tangier Wood is committed to creating and maintaining an inclusive environment where everyone feels able to participate fully, enjoy a challenging and rewarding experience and achieve their potential.

This Statement applies to all Tangier Wood staff and visitors. The Statement is available to customers and third parties utilising Tangier Wood facilities.

Legal framework

Our Statement is governed by the Equality Act 2010, which makes it unlawful to discriminate against someone because of one or more of the following protected characteristics: Age, Disability, Gender, Race, Religion or belief, Sex, Sexual orientation.

Key principles

We are committed to:

- Creating an atmosphere where everyone treats each other with fairness, kindness, dignity and respect.
- Challenging prejudice, intolerance and discrimination in all its forms whenever it may occur; and addressing any instances of unfair treatment.
- Ensuring everyone has an opportunity to safely disclose any 'protected characteristics' and making reasonable adjustments in response.
- Ensuring effective and sensitive support and complaint mechanisms are in place for anyone feeling they have either witnessed or experienced discrimination.
- Monitoring the effective implementation of the principles outlined within this Statement.

Responsibility

Tangier Wood Safeguarding Officer has ultimate responsibility for ensuring principles of equality, diversity and inclusion are upheld by Tangier Wood Ltd and for taking appropriate action to address any allegation of discrimination.

Safeguarding Officer: Jodie Collins, Company Director

Relevant policies

This Statement should be read in conjunction with Tangier Wood:

- Data Protection and Privacy Policy
- Children Safeguarding Policy
- Complaints Procedure

Signed:

A handwritten signature in black ink, appearing to read 'Jodie Collins', written over a horizontal line.

Name: Jodie Collins

Position: Company Director

Date: December 2022