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**Equality Statement**

To provide safe, good and decent services Kyra Women’s Project must be fair. That means everyone having the same rights, access and opportunities.

To achieve this, Kyra Women’s Project will comply with the Equality Act 2010 to:

* Eliminate unlawful discrimination, harassment or victimisation
* Advance equality of opportunity
* Foster good relationships between different groups

This applies to Age, Disability, Faith, Gender, Marriage and Civil Partnership, Pregnancy and Maternity, Race and Nationality, Sexual Orientation and Transgender.

In addition to compliance with legal requirements, Kyra is committed to promote proactively a culture of equality, diversity and inclusion (EDI) both as an employer and as a provider of charitable services to our members.

Our Equality in the Workplace policy implements this commitment for staff, volunteers and contractors; this statement sets out how we will take action to ensure our services to members are inclusive.

To do this, we will:

* Communicate our commitment to equality and inclusion principles and practices publicly via our website, reports, handbooks, social media and publications so that members and prospective members are aware of it
* Consult with members and respond to suggestions or concerns about EDI at Kyra with appropriate consideration and action
* Ensure that the Board of Trustees regularly discusses and monitors action on EDI
* Take action to increase diversity and inclusion amongst the membership, staff, volunteers and Board of Trustees
* Monitor and measure progress regularly
* Facilitate collaboration and share good practice with other local charities and via local networks of charities and organisations so that we can both lead and learn on equality, diversity and inclusion.