



Purple Elephant – Equalities Policy

Purple Elephant is committed to creating a culture which promotes equality for families, children and young people. We recognise that discrimination is harmful to their well-being and development. We believe that families, children and young people may be discriminated against because of gender, race, disability, culture, religion, language, age, sexual orientation and HIV status.

We promote equality by:

1. Creating a culture within our organisation where equality is at the core of all our activities,
2. Working toward the elimination of discrimination and bullying, whether direct or indirect,
3. Ensuring fairness, impartiality and consistency in all our working practices with families, children and young people,
4. Setting and applying the highest quality standards to ensure all families, children and young people have equality of opportunity,
5. Ensuring all staff, contractors and volunteers are carefully selected and that they accept responsibility for helping to prevent discrimination against families, children and young people at our services, events and activities,
6. Not treating all people the same but striving to meet their particular needs.

The effectiveness of our Equalities policy will be reviewed biannually at our AGM.

Signed: Sue Willis

Signed: Cath Puddick

Service Manager

Trustee

Responsibility /Author	Service Manager
People intended for	Employees
Review frequency	Biannually
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Notes for Trustees: