



Diversity and equality at Victim Support

Introduction

Victim Support is the independent national charity which helps people cope with crime. Our services are free and available to everyone, whether or not the crime has been reported and regardless of when it happened. We also work to promote and advance the rights of victims and witnesses. To achieve this, we need to make sure that Victim Support puts non-discriminatory practices into effect in both employment and service delivery.

The following statement of policy is for use by all employees and volunteers working within Victim Support.

Equal opportunities statement

Victim Support is an equal opportunities employer. Our policy is to ensure that no victim, witness, employee, volunteer, trustee, or job applicant receives less favourable treatment on the grounds of ethnicity, religion/faith, age, gender/gender identity, marital status, sexual orientation or disability, or is disadvantaged by conditions or requirements which cannot be shown as justifiable. Selection criteria and procedures are regularly reviewed to make sure that individuals are selected and treated on the basis of their relevant merits and abilities. Employees will be given equal opportunity and, where appropriate, special training, to enable them to progress within the organisation.

Victim Support's National Diversity Council is committed to a programme of action to make this policy effective and will bring it to the attention of all employees.

Diversity statement

Victim Support takes pride in being a diverse organisation, enriched by the participation of all individuals and communities. We recognise that prejudice and discrimination continue to result in unfair treatment for many people. We are committed to addressing this by:

- ensuring the effectiveness of our equal opportunities policy
- being clear and open about our values and promoting them
- listening, learning and taking action to bring about change.

Our diversity statement is “**Diversity matters and we value it**”

