Equality and Diversity

**1.1 Requirements for CWD Outreach staff**

The work and reputation of CWD Outreach Service relies upon its employees to uphold the Organisations Aims and Values, including the Equal Opportunities Policy and the Code of Conduct.

* As an employee of Surrey County Council you are subject to Surrey County Councils overarching policy: [Organisational Info - Equal-Opportunities-in-Employment-Aug-2012.pdf - All Documents (sharepoint.com)](https://orbispartnerships.sharepoint.com/sites/organisational_info/Documents/Forms/AllItems.aspx?id=%2Fsites%2Forganisational%5Finfo%2FDocuments%2Fequalities%2FEqual%2DOpportunities%2Din%2DEmployment%2DAug%2D2012%2Epdf&parent=%2Fsites%2Forganisational%5Finfo%2FDocuments%2Fequalities)
* Employees are required to positively support and promote the aims and values and to incorporate them into their conduct in relation to all aspects of their work for CWD Outreach Service.
* Employees must ensure compliance with the Equal Opportunities Policy and other policies in relation to equality issues.
* Employees should not be involved in harassment or bullying against colleagues, other employees, Service Users or their families as defined by the Surrey County Council Equality inclusion fairness and respect policy as above
* Employees should be prepared to actively challenge any form of discrimination and be respectful of difference.

1.2 Discriminatory action against Support workers by Service users

The service has an equal duty of care towards its CWD Outreach Service staff members as it does towards its service users.

It is not acceptable for a service user to refuse services from a support worker due to their race, colour, culture, sexuality or disability. On the same basis it is not acceptable for a staff member to be harassed by a service user on any of these grounds. Considerations with regard to preferences made on religious grounds or cultural needs will be discussed and detailed in the child/ young person centred Plan and Risk Assessment.

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Reviewed by: Jo Austin

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