



Equal Opportunities Statement

Viewpoint strives to be an equal opportunities and equal access organisation. We aim to provide and promote equality of opportunity in employment and service delivery regardless of ethnic origin, nationality, religious beliefs, use of psychiatric services, gender, sexual orientation, marital status, physical disability, age or any other irrelevant personal characteristics or preference.

In recruitment we will apply objective criteria to assess skills and abilities and Reg review these to ensure that the intentions and spirit of this policy and legislation aimed at anti discriminatory practise are realised through all our procedures practises of recruitment and staff development.

Viewpoint's intention in relation to equal opportunity extend beyond its role as an employer and into the broader aspects of its work.

To achieve this, we will ensure that:

- Any services we offer directly accessible where possible and recognise the specific needs and preferences of those who often experience discrimination.
- The experiences of those people who have experienced discrimination are heard validated and used to inform better practise and promote positive change.
- Positive action is taken through such methods as outreach, coproduction, and collaborative working to develop Viewpoint's role in changing attitudes and practise which result from stereotyping and prejudice.