



BeNCH CRC

Diversity Statement

The Bedfordshire, Northamptonshire, Cambridgeshire and Hertfordshire Community Rehabilitation Company Ltd (BeNCH CRC) is a leading provider of innovative justice services that change people's lives and an employer of choice committed to preventing discrimination in work above and beyond the legal requirements. Our goal is to provide an environment where everyone feels valued, respected and motivated to contribute their best.

BeNCH CRC recognises that diversity is expressed in both the visible and invisible differences between people, which may arise through differences in experiences, values, attitudes, ways of thinking, behaving, communicating and working.

We aim to develop and promote a culture in which everyone respects and values the diversity of our present and potential employees, partners, service-users, victims and stakeholders.

BeNCH CRC is committed to upholding the Public Sector Duty, as required under the Equality Act (2010). This obliges all agencies who provide services to the public to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not

These nine protected characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Maternity and pregnancy
- Race and ethnicity
- Religion and belief
- Sex (formerly known as gender)
- Sexual orientation