

Equality, diversity and inclusion statement

MS-UK is committed to being an equal, diverse and inclusive charity accessible for all.

We actively encourage equality, diversity, and inclusion among our workforce, and the elimination of unlawful discrimination.

The aim is for our workforce to be truly representative of all sections of society and our stakeholders, and for each employee to feel respected and able to give their best.

We will not tolerate any discrimination from our service users, members of our staff, trustees or our volunteers. We invite anyone who experiences or witnesses any form of discrimination within MS-UK to raise this with us (safely and confidentially), and we promise to investigate and take appropriate action.

MS-UK is committed to

- Encouraging equality, diversity and inclusion in the workplace, across all services and for all stakeholders
- Creating a working environment and services free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all
- Recognising and valuing the individual differences and contributions of all staff and stakeholders
- Taking seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, stakeholders, suppliers, visitors, the public and any others in the course of the organisation's work activities. Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken
- Making opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation

- Making decisions concerning staff based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act)
- Reviewing employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law
- Monitoring the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them bi-annually, and considering and taking action to address any issues.

Details of our complaints policies and procedures can be found [here](#).