

**Equality, diversity and inclusion policy statement**

At Transform our purpose is to help people to live independent and fulfilling lives. We have a strong sense of social responsibility, and our values – respect, empowerment, responsibility and excellence – guide everything we do. Equality, diversity and inclusion (EDI) are therefore core to our purpose and values making them fundamental to the way we work.

We are proud of the culture we have created, where everyone is treated fairly, with dignity and respect, and our policy sets out challenging targets that we are dedicated to achieving and also outlines the steps we will take to make that happen.

We do not tolerate any form of discrimination and, where we see it, we will work fearlessly to eliminate it.

We will take action to remove barriers faced by people from different groups providing:

* fair access to our services for all
* fair outcomes for the people using our services; and
* fair opportunities to participate and be involved in shaping our services.

We will work closely with our clients, colleagues and communities to make sure we deliver our services in a way that meets their needs.

We will promote equality, value diversity and encourage inclusion, in everything that we do and through everyone we work with.

We encourage difficult conversations and will always seek to approach these with curiosity and learning so we take appropriate action to meet to our commitment.

We will call out bias, challenge thinking and behaviours that do not align to our approach and share our experiences.

We will listen to, support and champion the needs of under-represented colleagues and clients, so all at Transform have the opportunity to fulfil their potential.

**EDI strategy**

