



Disclosure &  
Barring Service



## Our Charter about Equality, Diversity, and Inclusion

This is about treating people equally and fairly,  
people from different backgrounds and disabilities.



EasyRead version



# Our Charter about Equality, Diversity, and Inclusion



This is about treating people equally and fairly, people from different backgrounds and disabilities.



This document is to tell you how we want to provide our service fairly and equally to all people.

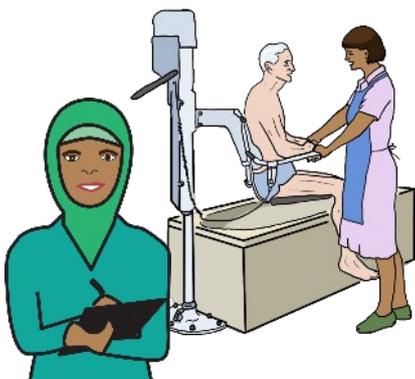
# Introduction



By Dr Gillian Fairfield our Chairman and Mr Eric Robinson our Chief Executive Officer.



The Disclosure and Barring Service is there to keep the public safe.



We do this by checking on people who want to work with vulnerable people.



We make employing staff safer with a high-quality service to everyone, making sure our staff know that they are helping to safeguard vulnerable people and are proud to work for us.



We made a work plan called the DBS strategy with the help of our staff and other important organisations.



This is to make sure we provide a good service safeguarding people, making sure equality, diversity and inclusion is at the front of everything we do.



We want the people who work for us to come from all different backgrounds and needs so they can give a great service to our customers.

# Our Values



## Working together

We listen and learn from the people who work for us and from other organisations.



We respect and value everyone. We speak and write clearly with everyone.



## We act with honesty

We take responsibility for our actions and decisions.



We keep our promises.



We make sure we treat people who work with us fairly.



We put the needs of our customers first.



## Getting better

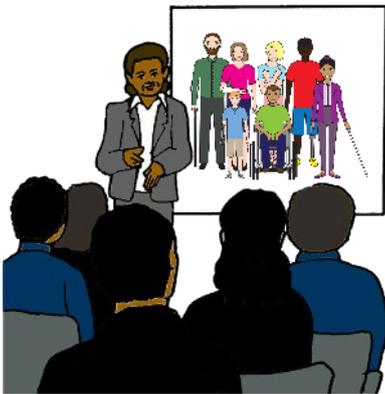
We keep looking for new ways to work to keep giving the best service to our customers.

# What we want to do



## Our staff

We want our staff to feel they are treated fairly and that their views are asked for and listened to.



We will make sure our staff understand equality, diversity and inclusion is important when employing people.



We want to set an example to other organisations by showing people from different backgrounds working for us is successful.

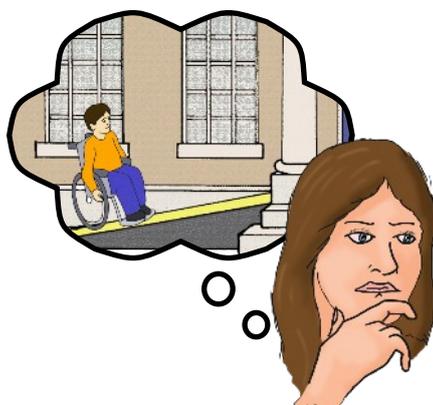
## Our customers



We will make sure that equality, diversity, and inclusion is at the heart of everything we do.



We will work together with other organisations to share good practice and do things better when needed.



We will think about the needs of our customers and make changes if anything does not treat people equally and fairly.



We will make sure we do treat people equally and fairly and give services that are accessible to everyone.



We will follow the law.

# Our staff



We will be an organisation that includes our staff in making decisions.



We will not accept any bullying.



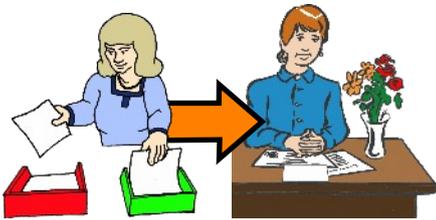
We will celebrate people with different ages, genders, sexuality, or religion, by having training to make sure all our staff know the importance of treating people equally and fairly and including everyone.



Our staff will understand why supporting diversity is important when finding new staff, so we are a trusted organisation.



We will aim to make sure we employ people from different backgrounds and people who are protected by the law.



We will get better at employing people and keep them happy at work and look for opportunities to give people fair access to promotion.



We will print information on our plans to promote equality, diversity, and inclusion.

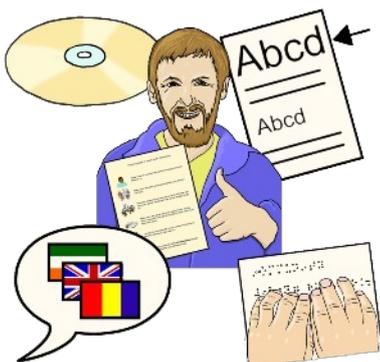
# Our customers



We will work together with other organisations to share good practice and get better when needed.



We will make new groups that test ideas before we put them into practice.



We will make sure we do not treat people unfairly or unequally and have accessible services and information.



We will think about the needs of our customers and train our staff to understand the different communities we serve.



We can do this by listening to people's stories and experiences and understanding any barriers and opportunities they have.



Our involvement with different customer groups will make sure we understand people's needs so we can give a better service.



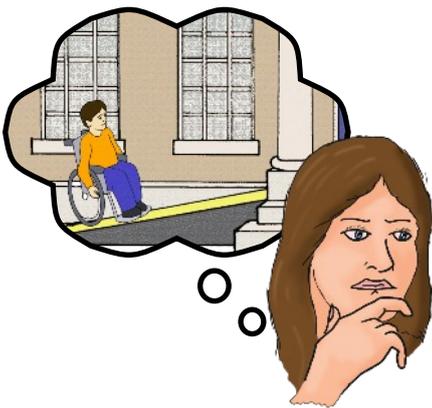
We will make sure that anything we do that is not equal or fair is found out and changed to be fairer. We will make sure we learn from any mistakes.



We will make sure our staff and other organisations are asked what they think of any changes we make.



We will make sure equality, diversity and inclusion is at the heart of everything we do.



We will think about the different needs of our customers in everything we do to stop any inequality or discrimination.



We will make sure we do not discriminate against anyone and provide accessible services and information.



We will look at getting better at including hard to reach customers to help them access our services.



We will carry on asking people what they think about our services to make sure we are seen as a supporting and listening service.

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