

Zero tolerance discrimination statement



At Dimensions we will not tolerate any form of abuse or discriminatory behaviour towards our colleagues, people we support, family members or people we work with. We will always act and will not be bystanders.

The health, safety and wellbeing of our colleagues and the people we support is very important to us. We value and respect the differences of our colleagues and people we support, and strive to adhere to our values, respect, ambition, partnership, integrity and courage.

To ensure all colleagues and people we support can thrive, people should be valued for who they are, treated with dignity and respect and free from any form of bullying, harassment or discriminatory behaviour. This extends to our families, commissioners, other professionals, contractors and suppliers and our expectations of them is the same.

To support this, we have a zero-tolerance approach. This means:

- We will not tolerate any form of bullying, harassment or discrimination
- We will encourage all colleagues to speak up if they experience or witness this
- We will treat all allegations seriously and no-one will be treated unfairly for doing this
- We will take appropriate and timely action to deal with this
- We will learn from our experiences to help improve

We understand that being zero-tolerance means different things to different situations. It could mean disciplinary action that could lead to dismissal or withdrawing of our services. In other cases, more informal action may be more appropriate such as providing an educational approach with a person we support. But whatever the situation, we will always seek to address and challenge this.

Taking a zero-tolerance approach is about not being complacent. It means everyone takes responsibility so colleagues and people we support can be safe, be themselves, feel respected and valued for who they are.