

Equity, Diversity and Inclusion

Peterborough Rape Crisis Care Group (PRCCG) recognise that many people in our society experience discrimination or lack of opportunity for a variety of characteristics identified as protected characteristics under the Equality Act 2010.

PRCCG aims to be an employer and service provider that actively promotes equality of opportunity and freedom from direct and associative discrimination, and we make every effort to relate to all people in a respectful and equal manner in the belief that all individuals should be treated on the basis of individual merit and without prejudice.

We believe everyone deserves to be treated with dignity and respect and are committed to making our organisation and the services we provide as inclusive as possible.

We will always continue to do everything we can to make all service users, staff and trustees feel welcome, safe and supported.

We acknowledge that we still have some way to go before we are fully inclusive and that our service users, staff and the organisation as a whole are not yet representative of our community. We are committed to changing this throughout our organisation, at all levels, by continuing to welcome individuals with protected characteristics and ensuring our staff receive regular training around supporting and working with individuals with protected characteristics.

Anti-Racism Statement

Black and racially minoritised people are disproportionately affected by sexual violence and frequently face additional barriers to accessing support. PRCCG is committed to anti-racist practice with anti-racism being a core part of our organisational strategy and our Board of Trustees will hold accountability for this.

We take an intersectional approach to challenging gender-based violence, recognising that people from multiple marginalised groups can face more than one form of oppression and discrimination. We have signed the VAWG Anti-Racism Charter, which calls for an end to the systemic marginalisation of Black and minoritised women.

Substantive equality

PRCCG recognise the importance of striving for substantive equality, which is a principle that refers to the achievement of true equality in outcomes. It is achieved through equal access, equal opportunity and, most importantly, the provision of services and benefits in a manner and according to standards that meet any unique needs and circumstances, such as cultural, social, economic and historical disadvantage.

Substantive equality is both a process and an end goal relating to outcomes that seeks to acknowledge and overcome the barriers that have led to the inequality in the first place. When substantive equality in outcomes does not exist, inequality remains.