

# TAXJUSTICE.UK

## EQUALITY AND DIVERSITY STATEMENT

January 2018 (updated November 2018)

1. Tax Justice UK is committed to promoting equality, valuing diversity, creating an inclusive environment and combating unfair treatment. Equality of opportunity and freedom from discrimination are fundamental human rights, and we will exercise leadership and commitment in promoting these rights. We will actively create and promote a culture of inclusivity along these lines, and will challenge ourselves to uphold this culture and to continue to learn how we can best act in support of equality and diversity.
2. It is Tax Justice UK's policy to respect the diversity of all employees, prospective employees, volunteers, advisors, partners, beneficiaries, contractors and suppliers and treat them fairly and equally regardless of characteristics such as gender, gender reassignment, sex, pregnancy/maternity, sexual orientation, marriage/civil partnership status, race, caste, culture, nationality, ethnic or national origin, religion or belief, age, disability, educational background, working patterns, responsibility for dependants, union membership, political affiliation. This policy applies to recruitment and selection, terms and conditions of employment (including pay, promotion, training and development, performance management, job evaluation) and every other aspect of employment. It also applies to ways of working with volunteers and supporters and how we treat our partners. Diversity includes all the characteristics, experiences and cultural influences that make each of us unique individuals. Inclusion means that all are welcome at Tax Justice UK and will be treated with respect and dignity in line with our values, irrespective of their background.
3. Tax Justice UK is committed to substantive economic justice. Tax law operates in a context of intersecting structural inequalities, and tax justice therefore cannot exist without justice for all oppressed or marginalised groupings, including (without limitation) women, black and minority ethnic people, disabled people, people whose gender differs from the one they were assigned at birth, and people who are lesbian, gay or bisexual and/or queer.
4. Tax Justice UK expressly rejects the notion that the raising and allocating of fiscal resources places any such groupings in conflict with each other. This is because structural inequalities intersect so that, for example, justice for black and minority ethnic people cannot exist without justice for disabled black and minority ethnic people, and justice for women cannot exist without justice for trans women.
5. Tax Justice UK expects that all employees, board members, technical advisers and consultants to take individual responsibility to follow this policy and fully support and promote the principles of diversity and inclusiveness, and encourages all those who interact with it to support these principles. All complaints will be investigated by an assigned complaints manager and the outcome communicated to concerned parties