



STATEMENT ON STANDING AGAINST INTOLERANCE

In these challenging times, the team and Trustees at SNAPS feels the need to make a statement about intolerance – we are stronger together, when we agree to disagree over social issues, and can identify common ground to make progress towards a better future.

SNAPS Yorkshire CIO does not tolerate any form of intolerance or discrimination, whether concerned with age, disability, gender identity and affirmation, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation, or people with mental health, neurotype or disability challenges.

We invite all members of our community to stand with us in our commitment to combatting it. We are dedicated to fostering a community of equality, diversity and inclusivity, where everyone is made to feel welcome just as they. We support people to reach their potential and thrive, in an environment free from discrimination and intolerance.

The purpose of equality, diversity and inclusion

Equality, diversity and inclusion are key considerations to ensure that everyone:

- meets the equality duty and other legal requirements protecting equality within the United Kingdom;
- champions diversity and inclusion in how services are developed and delivered, to help all citizens, tackle disadvantage and improve lives;
- helps create an inclusive culture that draws on a rich diversity of talent, skills and experience, welcomes innovation and challenge, guarantees fairness and provides a safe and supportive place to live, work and raise a family.

What is equality, diversity and inclusion?

Equality is a fundamental principle in UK and international law, whereby everyone is equal before and under the law and is entitled without any discrimination to the equal protection and benefit of the law.

In the UK, the [Equality Act 2010](#) defines age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation as protected characteristics. It is unlawful to



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discriminate directly or indirectly on the basis of a protected characteristic, subject to certain additional provisions under the Act.

Diversity is defined as being a broad range of backgrounds and opinions, including those protected by prevailing equality legislation, with the merit principle (which requires appointment based on merit through fair and open competition) front and centre, and drawing on the talents of the widest possible range of geographical, social and career backgrounds.

Inclusion is defined as describing how people feel valued, supported and have a sense of belonging to their organisation, their team, and their activity, supporting them to drive organisational performance through improved innovation, creativity, productivity and utilisation, and to feel involved and accepted in whatever they are doing.