Witness Service

Equality, diversity and inclusion

3 March 2026

Witness Service is brought to you by Victim Support, the independent national charity which helps people cope with the impact of crime. Our services are free and available to everyone, whether or not the crime has been reported and regardless of when it happened. We also work to promote and advance the rights of victims and witnesses.

We are proud that for many years we have been recognised for our efforts to embed equality, diversity and inclusion placing in Stonewall's Top 100 LGBTQ+ Employers list for 2024.

The following statement of policy is for use by all employees and volunteers working within Victim Support.

Read our full Equality, Diversity and Inclusion policy.
Read our full Equality, Diversity and Inclusion policy in Welsh.

If you would like to receive any of our documents in an alternative format, please email design.account@victimsupport.org.uk.



Equal opportunities statement

Victim Support is committed to equal opportunities in employment and service delivery. We will take every possible step to ensure that no person working with the organisation or seeking employment with us, or anyone using our services will receive less favourable treatment or will be disadvantaged by requirements or conditions that cannot be shown to be justifiable on the grounds of their age, disability (including mental health and neurodiversity), gender identity, marriage or civil partnership status, pregnancy or maternity, race or ethnicity, religion or belief, sex, or sexual orientation. We will also not discriminate on the grounds of trade union membership or political activities, socio-economic status, responsibility for dependents, part-time status or fixed-term contract status or any other reason which cannot be shown to be justified.

Selection criteria and procedures are reviewed regularly to ensure that individuals are selected and treated on the basis of their relevant merits and abilities. Our aim is that our workforce will be truly representative of all sections of society. Everyone should feel respected and valued and able to achieve their full potential. Victim Support aims to ensure it values and represents the diversity of communities both locally and nationally.

Diversity statement

Victim Support takes pride in being a diverse organisation, enriched by the participation of all individuals and communities. We recognise that prejudice and discrimination continue to result in unfair treatment for many people.

We are committed to addressing this by:

- ensuring the effectiveness of our Equality, Diversity and Inclusion policy
- being clear and open about our values and promoting them
- listening, learning and taking action to bring about change.

Easy read leaflets

To learn more about Victim Support, download our easy read leaflets in PDF format on our leaflets page.

Support in other languages

We can provide an interpretation service for people who do not speak English as a first language. Call the Witness Service Referral and Information Centre on **0300 332 1000**.

Downloads

Download our Equality and Inclusion Policy using the PDF links below:

- VS Equality Diversity & Inclusion Policy 2024 [PDF]
- VS Equality Diversity & Inclusion Policy 2024 – Welsh version [PDF]