

# Friends Of Eastville Park

## Equalities and Diversity Policy

### Introduction

Friends Of Eastville Park (FOEP) is committed to valuing diversity, challenging discrimination, tackling inequalities and promoting equality for all. This belief remains at the core of our organisations aims and is embedded in our values. We support and uphold the principles enshrined in the Equality Act 2010, Human Rights Act 1998 and the Employment Act 2002.

### AIM

#### FOEP aims to:

- Promote good relations between people of diverse backgrounds
- Promote equality of opportunity, across all activities of the organisation through fair treatment
- Eliminate unlawful discrimination

#### To achieve these aims, FOEP will:

- Ensure that all trustees, volunteers, service users and visitors enjoy a safe environment, free from discrimination and harassment
- All trustees, volunteers and service users should have equal access to the quality services that are provided by the organisation
- All trustees and volunteers should have equal access to opportunities for personal and professional development.
- All trustees, volunteers and service users should be able to participate fully in the work and activities of the organisation and celebrate its diversity
- Trustees and volunteers should reflect the diversity of talent, experience and skills from the local communities in which FOEP operates.
- FOEP will use positive action initiatives to redress inequalities and discriminatory practices
- FOEP will ensure that all stakeholders, including trustees, volunteers and service users will be encouraged to contribute to decision making processes.

## **POLICY STATEMENT**

FOEP recognises that certain groups in our society are discriminated against, directly or indirectly, intentionally or unintentionally. FOEP therefore seeks to:

- Promote the well-being of all people in the local community and recognises that every person is an individual with different needs, preferences and abilities
- Reflect diversity by making services accessible and inclusive of people from all sections of the community and attracting and retaining a diverse volunteer work force
- Be an equalities champion and leader in promoting equalities, challenging discrimination, providing responsive and accessible services for all local people
- Ensure that individuals are treated fairly, with dignity and respect, recognising the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, sex, pregnancy and maternity, race or ethnicity, sexual orientation, and religion and belief

### **Equalities and diversity in volunteer recruitment**

- Flexible working practices will be put in place at the recruitment stage to ensure that all aspects of the project are available to as wide a range of volunteers as possible
- If selection is required procedures will be thorough and conducted against defined criteria which will be made available as appropriate.

### **Equalities and diversity in volunteering.**

FOEP promotes equalities and diversity in volunteering through:

- Directly tackling all reported instances of discrimination, bullying, harassment or intimidation and encouraging a culture of tolerance and respect
- Ensuring that the organisational environment promotes dignity for everyone
- Provides measures and adjustments for volunteers who are disabled or who become during their volunteering.
- Ensuring equal opportunity in access to roles and activities

### **Equalities and diversity in training and development**

FOEP will offer opportunities for learning and development to all trustees and to volunteers as resources allow, recognising the benefits to both the individual and the organisation and that some groups in society do not have equal access to training and development.

### **Equalities and diversity in service delivery**

FOEP will implement equality of opportunity in service delivery by:

- Consulting users and others about service provision relevant to their needs and seek involvement from them in service planning.
- Ensure information about our services is accessible, clear and understandable and widely available, as resources allow.
- Encourage and support community and self-help initiatives.

### **Monitoring, evaluation and review of this policy**

- Performance against the objectives of this policy will be monitored by the FOEP Trustees and will be discussed at a Board meeting at least once a year.
- This policy will be reviewed by the Trustees every 2 years.

### **IMPLEMENTATION**

Implementation date: July 2021

Next Review date: June 2026