

Equal Opportunities Policy & Procedures

Introduction

This Policy statement applies to anyone volunteering or working on behalf of Chard Community Hub.

Accepts that in society certain groups or individuals are denied equality on the grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation, nationality and religion/belief or any other factor irrelevant to the purpose in view.

Welcomes the statutory requirements laid down in the Equality Act 2010; <https://www.legislation.gov.uk/ukpga/2010/15/contents> <https://www.equalityhumanrights.com/en/advice-and-guidance/your-rights-under-equality-act-2010> <https://www.equalityhumanrights.com/en/publication-download/equal-pay-statutory-code-practice>

Note: the Equalities Act replaced the Sex Discrimination Act 1975 and the Race Relations Act 1976 and supplements the Equal Pay Act 1970 <https://www.legislation.gov.uk/ukpga/1970/41/enacted>

and is committed to complying with the Equality Act 2010 with such other Acts and statutory requirements furthering equality of opportunity for all as also apply to its charitable activities.

Recognises that it has moral and social responsibilities that go beyond the provisions of the above- mentioned Acts and Regulations, and that it should support and contribute to the wider process of change through all aspects of its work and practices in order to eliminate discrimination and promote equality and diversity.

Is committed to taking positive steps to ensure that:

- all people are treated with dignity and respect, valuing the diversity of all;
- equality of opportunity and diversity is promoted;
- services are accessible, appropriate and delivered fairly to all;
- the mix of its employees, volunteers and management committees reflects, as far as possible, the broad mix of the population of its local community;
- traditionally disadvantaged sections of the community are encouraged to participate in policy decisions about, and the management of the services provided.

Policy

This policy applies to all Directors, Staff, Volunteers, Beneficiaries and the general public.

Commitment

Equality and diversity are central to the work of The Chard Community Hub.

The Hub will treat all people with dignity and respect, valuing the diversity of all. It will promote equality of opportunity and diversity. It will eliminate all forms of discrimination on grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation, nationality, religion/ belief, irrelevant of background or any other factor irrelevant to the purpose in view. It will tackle social exclusion, inequality, discrimination and disadvantage.

For this policy to be successful, it is essential that everyone is committed to and involved in its delivery. The Hub's goal is to work towards a just society free from discrimination, harassment and prejudice. The Charity aims to embed this in all its policies, procedures, day-to-day practices and external relationships.

The Hub Aims to:

- ✓ Provide services that are accessible according to need;
- ✓ Promote equality of opportunity and diversity in volunteering, employment and development;
- ✓ Create effective partnerships with all parts of our community.

Objectives

The Charity's objective is to realise its standards by:

- Sustaining, regularly evaluating and continually improving its services to ensure equality and diversity principles and best practice are embedded in our performance to meet the needs of individuals and groups.
- Working together with the community to provide accessible and relevant service provision that responds to service users' needs.
- Ensuring staff, volunteers and trustees are representative of the community served and the employment policies are fair and robust.
- Responding to volunteer's & employees' needs and encouraging their development to increase their contribution to effective service delivery.
- Recognising and valuing the differences and individual contribution that all people make to The Charity.
- Challenging discrimination.
- Providing fair resource allocation.
- Being accountable.

Why have this policy?

The Hub recognises, respects and values diversity in its Directors, Employees, Volunteers and Beneficiaries.

The Hub has this policy because it is a people-led organisation that must always ensure it meets the needs of the community through fair and appropriate practices and development of the people who work and volunteer for The Hub.

Procedures

Responsibility for Implementation

This policy covers the behaviour of all people employed or volunteering in The Hub or using the services and sets out the way they can expect to be treated in turn by The Hub. The overall responsibility for ensuring adherence to and implementation of this policy lies with the Director for Strategy and Volunteers.

Method of Implementation

The Hub intends to implement this policy by:

- Ensuring that it is a condition of paid employment or Volunteering in The Hub;
- Ensuring that Directors, Volunteers, and Beneficiaries are made aware, understand, agree with, and are willing to implement, this policy. All staff and volunteers will be shown a copy of this policy as part of their induction.
- Actively encouraging Directors, and Volunteers to participate in anti-discriminatory training, and making time and resources available for such training.
- Monitoring the services, publicity and events provided by The Hub, to ensure that they are accessible to all sections of the population and do not discriminate, and taking active steps to ensure that participation is representative.

Monitoring and Reviewing

The Hub has declared its commitment to establishing, developing, implementing and reviewing a policy of equality of opportunity. Effective record keeping and monitoring, and acting on information gathered, are essential in order to measure effectiveness and plan progress. The management committee will review the policy annually.

Contact details:

Nominated Lead: Megan Parfoot

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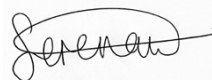
This policy statement came into force on 20.01.2024.

We are committed to reviewing our policy and good practice annually.

This policy statement and accompanying procedures were last reviewed on 29.05.2025.

Print Name: Serena Wootton (Chair)

Signed on behalf of Chard Community Hub:



Date: 29.05.2025

Review Date: 29.05.2026