

Equality, Diversity and Inclusion Policy

Introduction

Essex Cultural Diversity Project (ECDP):

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 and religion/belief or any other factor irrelevant to the purpose in view.

WELCOMES the statutory requirements laid down in the Equalities 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 Equalities 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:

1. All people are treated with dignity and respect, valuing the diversity of all
2. Equality of opportunity and diversity is promoted
3. Services are accessible, appropriate and delivered fairly to all
4. The mix of its employees, volunteers and management committees reflects, as far as possible, the broad mix of the population of its local community
5. 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 Trustees, staff, freelancers, associates, volunteers and the general public.

Commitment

Equality and diversity are central to the work of ECDP.

ECDP will treat all people with dignity and respect, valuing the diversity of all. It will promote equality of opportunity and diversity. It will challenge and reject all forms of discrimination on grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation, religion/ belief, irrelevant offending 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. ECDP's goal is to work towards a just society free from discrimination, harassment and prejudice. ECDP aims to embed this in all its policies, procedures, day-to-day practices and external relationships.

Aims

ECDP aims to:

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

Objectives

ECDP's objective is to realise its standards by:

1. 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
2. Working together with the community to provide accessible and relevant service provision that responds to service users' needs
3. Ensuring Trustees, staff, freelancers, associates and volunteers are representative of the community served and the employment policies are fair and robust
4. Responding to Trustees', staff, freelancers', associates' and volunteers' needs and encouraging their development to increase their contribution to effective service delivery
5. Recognising and valuing the differences and individual contribution that all people make to ECDP
6. Challenging discrimination
7. Providing fair resource allocation
8. Being accountable

Why have this policy?

ECDP recognises, respects and values diversity in its Trustees, staff, freelancers, associates, volunteers and service users. ECDP 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 employment and development of the people who work, associate and volunteer with ECDP.

PROCEDURES

Responsibility for Implementation

This policy covers the behaviour of all people employed, contracted, associated or volunteering with ECDP or using the organisation's services and sets out the way they can expect to be treated in turn by ECDP. The overall responsibility for ensuring adherence to and implementation of this policy lies with the Trustees, staff, freelancers, associates and volunteers.

Method of Implementation

ECDP intends to implement this policy by:

1. Ensuring that it is a condition of paid employment in ECDP
2. Ensuring that Trustees, staff, freelancers, associates, volunteers and users are made aware, understand, agree with, and are willing to implement this policy. All Trustees, staff, freelancers and volunteers will be given a copy of this policy as part of their induction

3. Actively encouraging Trustees, staff, freelancers, associates and volunteers to participate in anti-discriminatory training, and making time and resources available for such training
4. Monitoring the services, publicity and events provided by ECDP, 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

ECDP 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 Trustees will review the policy annually.

Key Contacts

For ECDP general enquiries: info@essexcdp.com

ECDP Trustee contact for this policy: Simone Xue, simonexue@hotmail.com

Change Record

Date of Change:	Changed By:	Comments:
03/2022	JN / NB	Drafted from Small Charity Support template
05/2022	JN	Policy approved by ECDP Trustees at ECDP AGM