

Diversity & Equal Opportunities Policy

Effective Date:	October 2009
Management Review Date:	October 2010 and October 2011
Board Review Date:	October 2012
Notes:	

1. Statement of values

LDCVS exists to promote and support local voluntary and community action throughout Lancaster District.

LDCVS celebrates our society as diverse in race, culture, faith and other beliefs, sexuality, abilities, gender and age.

LDCVS is committed to challenging disadvantage and inequality, and aims to promote diversity and equality of opportunity in all areas of its work and structures.

LDCVS believes:

- In working towards a just and participatory society
- That all people have equal rights to work towards social justice and to participate in decision-making processes and local action
- That priority should be given to working with communities and groups whose full participation in society is limited by economic disadvantage or discrimination
- That an important role of LDCVS as an LIO is to affirm and enable all people to play an active part in their community, both individually and collectively.

Statement of intent

In line with these values and its diversity strategy, LDCVS will:

- Use our district profile to promote equal opportunities and diversity
- Support our members to take action on equal opportunities and diversity in their own organisations
- Develop our own practice on equal opportunities and diversity, with a particular focus on employment, governance and the provision of services.

We will meet the requirements of relevant legislation and where possible will demonstrate good practice above and beyond these.

e.g.

Race Relations Act (1976) and the RRAA Race Relations (Amendment) Act 2000

Disability Discrimination Act 1995 and DDA 2005

Sex Discrimination Act 1975 and 1986

The Gender Recognition Act 2004

The Civil Partnership Act 2004

The Human Rights Act 1998

The Equality Act 2006

Human Rights Act 1998 (Commencement No. 2 Order 2000)

LDCVS is a Member of:



Our funders include:



Implementation

Using our local profile

We will seek to incorporate the views and needs of marginalised groups into our work, and support members and partner organisations working with these groups to have a stronger voice at all levels.

Supporting our members to take action in our community

We will support our members to recognise the advantages of good practice on equal opportunities and diversity. We will support them to develop the skills and knowledge necessary to incorporate these issues into their work, and to work with a wide range of marginalised groups. We will use the Performance Standards and Quality Award to encourage good practice in this area.

Supporting our members to take action in their own organisation

We will support our members to recognise the advantages of good practice on equal opportunities and diversity. We will support them to develop the skills and knowledge necessary to take action on these issues in their own organisation. We will use the membership process to encourage good practice in this area.

Develop our own practice on equal opportunities and diversity

We will ensure that our recruitment and employment policies and procedures allow us to attract and retain a diverse workforce. We will use our induction, supervision, appraisal and training policies and procedures to ensure that staff have the skills to support good practice on equal opportunities and diversity.

We will use the supervision and appraisal process to encourage staff to raise concerns and ideas relating to equal opportunities and diversity, and will offer appropriate support where necessary. We will also use this and the disciplinary procedure to challenge poor practice, such as abuse or harassment.

We will ensure that the LDCVS workplace is accessible and we will make reasonable adjustments where necessary.

Whilst respecting the democratic process, we will aim to have a Trustee Board which is representative of the community. Where appropriate, we will use co-options and targeted promotion to encourage nominations from under-represented groups. We will use induction and ongoing skills audits to ensure that Trustees have the expertise necessary to support good practice.

Through the annual business planning process, we will consider the equal opportunities and diversity dimensions of all our activities. As a minimum, our website will be provided in a format that is accessible to users with a visual impairment and our printed publications will be made available in other formats on request. We will ensure that all of our events are accessible to disabled people in terms of the venue's facilities. To measure whether or not we are succeeding in implementing the policy we will carry out regular reviews and monitoring of procedures and practices against the targets we have identified and implementation in the policy statement.