

Equality and Diversity.



Policy.

1. Introduction

- 1.1. In carrying out its functions as Charity, Wildside is committed to promoting equality of opportunity for all, and to ensuring that no individual is discriminated against in the planning and delivery of any of our activities.
- 1.2. We therefore aim to ensure that the values of equality, diversity, and respect for all are embedded into everything that we do. We fully support and will seek to ensure compliance with all relevant legislation.
- 1.3. We recognise that mechanistic equality does not necessarily lead to the desirable goal of equity.
- 1.4. This policy is intended to demonstrate Wildside's commitment to eliminating discrimination and encouraging and valuing diversity among staff, volunteers, partners, suppliers, users of our services and Trustees.
- 1.5. We believe that a culture that embraces equality and values diversity will help us to ensure that everyone feels involved and included in our plans, programmes and activities.
- 1.6. We aim to create an environment which respects and welcomes everyone, and in which no form of bullying, harassment, disrespectful or discriminatory behaviour is tolerated by anyone towards anyone else.

2. Our responsibilities

- 2.1. Wildside Activity Centre understands that for equality to be achieved this policy needs to be made understandable to, and embraced by staff, volunteers, suppliers, partners, users and trustees.
- 2.2. The policy is fully supported and welcomed by all employees and has been agreed by our Board of Trustees.
- 2.3. All staff, volunteers, suppliers, partners and Trustees have a responsibility to ensure that their own language and actions are consistent with the spirit as well as the contents of this policy.
- 2.4. Overall responsibility for the implementation of this policy lies with the Board of Trustees.
- 2.5. The aim of this policy is to ensure that no individual or group receives less favourable treatment on grounds of age, sex, race, colour, nationality, ethnic or national origin, disability, marriage and civil partnership, sexual orientation, pregnancy or maternity, gender reassignment, responsibility for dependents, religion or belief, trade union or political activities, or is disadvantaged by any conditions or requirements which cannot be shown to be justified.
- 2.6. The policy will apply to all functions and activities of Wildside Activity Centre including work done for the Centre by outside organisations or individuals. Wildside Activity Centre will take positive action to ensure that all requests for, and recipients of, any service, are treated equitably. Policies and procedures will be designed so as not to discriminate directly or indirectly against any individual or group on unjustifiable grounds.
- 2.7. The Centre will seek to respond positively to any particular needs stated by individuals or groups related to this policy.
- 2.8. All staff, trustees and volunteers have a duty to implement this policy, and overall responsibility for ensuring its effectiveness is taken by the Chair of Wildside on behalf of the Board of Directors.

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3. The policy will be supported by Complaints, Grievance, and Disciplinary Procedures agreed by the Board of Directors, copies of which can be found in the Centre's office.

The Board will review this policy annually to ensure that it reflects up to date equality legislation and best practice

Signed on behalf of the Board _____

Position _____

Dated _____

Review date: Nov 2023

A current version of this document is available to all members of staff in the Policies and Procedures file.