

# LDCVS Policy: Diversity, Equality and Inclusion

Date adopted: 09/06/2021

## Purpose of the policy

- 1.1 This policy details the approach that LDCVS takes towards issues of diversity, equality and inclusion, and takes due account of relevant legal requirements, in particular the Equality Act 2010. We seek to uphold everyone's right to be treated with respect, and we will work to enhance our own practices and those of the organisations we support through training and other interactions.

## Detailed policy statement

- 2.1 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 strong principles of diversity, equality and inclusion in all areas of its work and structures.
- 2.2 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 factors such as socio-economic disadvantage, or discrimination based on actual or perceived differences
  - that an important role of LDCVS is to affirm and enable all people to play an active part in their community, both individually and collectively.
- 2.3 In line with these values, and with its diversity strategy, LDCVS will:
  - use our district profile to promote equality, diversity and inclusion
  - support our members to take action on equality, diversity and inclusion in their own organisations
  - develop our own practice on equality, diversity and inclusion, with a particular focus on employment, governance and the provision of services.
- 2.4 We will meet the requirements of relevant legislation and where possible will demonstrate good practice above and beyond these. We commit to treating all our staff, volunteers and members of the public with fairness and respect, and to supporting them to address obstacles that they may perceive in their interactions with us.
- 2.5 We will not unlawfully discriminate against anyone and in particular we will respect the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation. We will also seek to respect individuals' gender expression where it is not covered by current legislation.
- 2.6 We oppose, and strive to avoid all forms of unlawful discrimination, in relation to: pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities.

- 2.7 This commitment includes providing training to managers and all other employees about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities of staff include helping the organisation to uphold the principles of equality, diversity and inclusion, and to prevent bullying, harassment, victimisation and unlawful discrimination. We will ensure that the LDCVS workplace is accessible and we will make reasonable adjustments where necessary.
- 2.8 We will seek to 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 and implement good practice on equality, diversity and inclusion, and we will encourage staff to raise concerns and ideas relating to equality, diversity and inclusion.
- 2.9 We will seek to incorporate the views of marginalised groups into our work, to take account of their needs and to support members and partner organisations working with these groups to have a stronger voice at all levels. We will support our members to recognise the advantages of good practice on equality, diversity and inclusion. 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 and individuals.
- 2.10 We will aim to have a Trustee Board which is representative of the community, whilst respecting the democratic process. Where appropriate, we will use co-options and targeted promotion to encourage nominations from under-represented groups. We will use induction, ongoing skills audits and training to ensure that Trustees have the expertise necessary to support good practice.
- 2.11 We will consider the equality, diversity and inclusion dimensions of all our activities, through the annual business planning process. 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 our events are accessible to people with disabilities in terms of the venue's facilities and we will seek to support individual differences and needs.
- 2.12 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 identify in the business planning process.

### Applicability

- 3.1 This policy applies to all staff and volunteers of LDCVS.

### Definitions

- 4.1 Definitions of terms (as needed).

### Getting Help

- 5.1 The Chief Officer and/or the Chair of Trustees should be contacted for advice on interpretations, resolution of problems, and special situations etc. The Wellbeing Champions on the Trustee Board may be asked for advice on the interpretation and application of this policy.

### Next review date

- 6.1