

COMMUNITY PLAYLINK

(Registered Charity Number 1184505)



EQUALITY & DIVERSITY: POLICY & PROCEDURES

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Equality & Diversity

INTRODUCTION

COMMUNITY PLAYLINK -

STATES that individuals with different cultures, perspectives and experiences are at the heart of the way Community Playlink works. We want to recruit, develop and retain the most talented people, regardless of their background¹ and make best use of their talents. At Community Playlink we are guided by our values in everything we do and recognise that being a diverse and inclusive employer helps us fulfil our responsibility to make a difference for our staff and users.

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 Equal Pay Act 1970;
- + The Rehabilitation of Offenders Act 1974;
- + The Sex Discrimination Act 1975;
- + The Race Relations Act 1976 and the Race Relations Amendment Act Feb 2000;
- + The NHS Community Care Act 1990;
- + The Disability Discrimination Act 1995;
- + The Asylum & Immigration Act 1996;
- + The Human Rights Act Nov 1998;
- + The Employment (Religion or Belief) and (Sexual Orientation) Regulations 2003;
- + The Equality Act 2010. (<https://www.gov.uk/guidance/equality-act-2010-guidance>)

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 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 Trustee Board 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;
- + CPL protects all people who have 'protected characteristics'. These characteristics are: Disability, Gender assignment, Race, Religion or Belief, Sex and Sexual Orientation.

POLICY

This policy applies to all Trustees, staff, volunteers, Trustee Board members, users and the general public.

COMMITMENT

Equality and diversity are central to the work of Community Playlink.

Community Playlink 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, 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. Community Playlink's goal is to work towards a just society free from discrimination, harassment and prejudice. Community Playlink aims to embed this in all its policies, procedures, day-to-day practices and external relationships.

AIMS

Community Playlink 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

Community Playlink'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 Community Playlink;
- ✚ Challenging discrimination;
- ✚ Providing fair resource allocation;
- ✚ Being accountable.

WHY HAVE THIS POLICY?

Community Playlink recognises, respects and values diversity in its Trustees, employees, volunteers and service users.

Community Playlink 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 and volunteer for Community Playlink.

PROCEDURES

RESPONSIBILITY FOR IMPLEMENTATION

This policy covers the behaviour of all people employed or volunteering in Community Playlink or using the services and sets out the way they can expect to be treated in turn by Community Playlink. The overall responsibility for ensuring adherence to and implementation of this policy lies with the Trustees, staff and the Trustee Board.

METHOD OF IMPLEMENTATION

Community Playlink intends to implement this policy by:

Ensuring that it is a condition of paid employment in Community Playlink.

Ensuring that Trustees, staff, volunteers and users are made aware, understand, agree with, and are willing to implement, this policy. All staff and volunteers will be given a copy of this policy as part of their induction.

Actively encouraging Trustees, staff, 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 Community Playlink, 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

Community Playlink 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 to measure effectiveness and plan progress. The Trustee Board will review the policy bi-annually.

This revised policy was adopted by CPL Trustee Board:

Signed: *Richard Maunder* (Richard Maunder)

Chair of the Trustee Board

Date: 31st August 2022

This policy has been in operation since August 2019 and was reviewed in August 2022.

Review shall be carried out bi-annually. Next Policy review date: August 2024.

EQUALITY AND DIVERSITY DECLARATION:

I have read and understood **Community Playlink's** Equality and Diversity Policy (August 2022) and agree to work to the expected standards. Regardless of my background and circumstances, I agree to treat all colleagues and visitors with respect and dignity while carrying out the duties and responsibilities of my role at **Community Playlink.**

Signature.....

Date.....

Print Name.....

PLEASE RETURN THIS FORM TO
THE COMMUNITY PLAYLINK ADMINISTRATOR.