

Equal Opportunities, Diversity and Inclusion Policy FOR THE VIABLES COMMUNITY ASSOCIATION



STATEMENT OF INTENT

The Viables Community Association, (hereafter VCA or Association), is committed to equality of opportunity for all.

It is the policy of the Association not to discriminate directly or indirectly against anybody, (whether staff, volunteers, Trustees, users, or the community in general), on the grounds of age, disability, gender or gender reassignment, marital status, pregnancy or maternity, race, sexual orientation, religious or political beliefs.

Please note, this policy does not form part of your contract of employment, and we may amend it at any time.

CODE OF PRACTICE

OBJECTIVES

The Association will take reasonable practical steps to meet its responsibilities and commitment to Equality of Opportunity for all by:

- Ensuring that no user, potential user, Trustee, volunteer or member of staff is treated less favourably than any other.
- Ensuring that everyone concerned with the community building understands the issues surrounding discrimination.
- Encouraging people from all sections of the community to become involved as Trustees and in all decision-making structures.
- Ensuring that staff are recruited regardless of background and other discriminatory factors. (See Equality Act 2010.)
- Ensuring that the community facilities are accessible and welcoming to all sections of the community.
- Ensuring that the services provided reflect the needs of all sections of the community.
- Considering special projects outside the building to combat discrimination in the community.

CODE OF CONDUCT

Equality Act 2010

The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society. It replaced previous anti-discrimination laws with a single Act, making the law easier to

understand and strengthening protection in some situations. It sets out the different ways in which it is unlawful to treat someone.

The Act provides that no person shall be discriminated against, i.e. treated less favourably, on grounds of legally defined 'protected characteristics. These characteristics it defines as: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

People will be treated with dignity and respect regardless of these characteristics.

- At all times peoples' feelings will be valued and respected. Language or humour that people find offensive will not be used. This includes but is not restricted to: sexist or racist jokes, or terminology derogatory to someone with a disability.
- No one will be harassed, abused, or intimidated on the grounds of their race, sex, age, nationality, sexual orientation or identity.
- Incidents of harassment will be treated seriously. If the matter cannot be resolved by way of an acceptable apology and an undertaking that the offence will not be repeated, the following action will be taken:
 1. In a case involving VCA staff, disciplinary action will be taken in accordance with their conditions of service.
 2. If a case involves a member of VCA, they will be suspended from membership until such time as they can appear before the Trustees in accordance with the 'Behaviour and Disciplinary Procedure' outlined below.
 3. In a case involving a user of the site and persistent harassment of staff, the Trustees will withdraw use of the facilities.