

Waddington Street Centre Limited

Equality and Diversity Policy



Policy Statement

Waddington Street Centre (WSC) is committed to eliminating discrimination and encouraging diversity amongst our workforce. Our aim is that our workforce will be truly representative of all sections of society and each employee and volunteer, feels respected and able to give of their best.

To that end the purpose of this policy is to provide equality and fairness for all in our employment, paid or voluntary, and to those who use the Centre's services and not to discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or belief or age.

WSC opposes all forms of unlawful and unfair discrimination.

All employees and volunteers, whether part time, full time or temporary, will be treated fairly and with respect. Selection for employment, volunteering, training or any other benefit will be on the basis of aptitude or ability. All employees and volunteers will be helped and encouraged to develop their full potential and the resources of the workforce will be full utilised to maximise the efficiency of the organisation.

WSC is committed to promoting equality and diversity, which embraces a broader definition than equal opportunities.

This broader definition recognises that everyone has a contribution to make and that Centre services can be improved by harnessing the skills and contributions from all sectors of the workforce and service users.

WSC commitment

To achieve equality and diversity WSC will:

- Treat people as individuals with consideration and respect for their needs including disability, spirituality,
- Provide services and opportunities that are open to all. Including m
- Provide a welcoming, supportive and safe environment for all service users and employees.
- Commit to developing an organisational culture that values all people and the individual contributions that they make.
- Provide appropriate training and development opportunities to facilitate the effective delivery of services.
- Inform and consult the service users, employees and volunteers in relation to policy development.
- Encourage the recruitment of employees and volunteers from all parts of the community.
- Review all our practices and procedures to ensure fairness.

Breaches of the Centre's equality policy will be regarded as misconduct and could lead to disciplinary proceedings.

This policy is fully supported by the WSC Trustee Board, itself made up of volunteers, and Centre Management and will be monitored and reviewed annually alongside the Centre's Equal Opportunities Policy as part of the Business Development Plan Action Plan Review.

Responsibilities

The implementation of the Equality and Diversity Policy and the provision of training will be the responsibility of the Manager and Deputy Manager.

The identification and eradication of discriminatory behaviour either in the workplace or in service delivery is the responsibility of all employees and volunteers.

In addition, it is the responsibility of individual employees and volunteers to:

- Provide equality of opportunity and access to all services and to avoid unlawful discrimination in employment or service provision.
- Draw the attention of management to alleged discriminatory acts or practices.
- Neither victimise nor attempt to victimise other employees, volunteers or service users on the grounds that they have made complaints or provided information about discrimination or harassment.
- Neither harass, abuse nor intimidate other employees, volunteers or service users. Where employees or volunteers commit such actions, they will be liable to disciplinary action.

Service Delivery

Service users will be consulted about proposed policy and service delivery changes.

Draft policy to be approved by the Board of trustees: 2nd December 2019

Quick definitions

Equal Opportunities (EO)

EO is a term which usually is used to mean that an organisation gives people equal chances to employment.

Traditionally this was about the different chances men and women had to apply for and get the jobs they wanted or to be paid equally for the same work. EO has also been used more recently to include other groups which are under-represented in employment.

Equality

Equality is intended to be a broader approach. It acknowledges that everyone has individual needs and the right to have those needs respected. Equality includes access to services, information and decision-making as well as employment issues. It goes beyond the concept of treating everyone 'the same' and takes into account the different levels of support some people need to have equal access.

Diversity

Diversity is the term used to mean that people should be valued as individuals. It recognises that people from different backgrounds can bring fresh ideas and perceptions which can make the way work is done more efficient and products and services better. A diverse organisation can draw upon the widest range of experiences so it can listen to, and meet, the needs of its employees, service users or customers as well as the community it serves.

Equality and Diversity

Putting equality and diversity together means acting in a fair way which respects everyone's needs and experiences. It is the provision of equal life chances and celebrating those positive differences which everyone brings to community life.