

The Friends of Walpole Old Chapel (charity number: 1198030)

Equalities, Diversity & Inclusion Policy [V1]

Introduction

The Friends of Walpole Old Chapel (FWOC):

Accept that certain groups or individuals may be 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 Equalities Act 2010;

<https://www.legislation.gov.uk/ukpga/2010/15/contents>

<https://www.equalityhumanrights.com/en/advice-and-guidance/your-rights-under-equality-act-2010>

<https://www.equalityhumanrights.com/en/publication-download/equal-pay-statutory-code-practice>

Note: the Equalities Act replaced the Sex Discrimination Act 1975 and the Race Relations Act 1976 and supplements the Equal Pay Act 1970

<https://www.legislation.gov.uk/ukpga/1970/41/enacted>

and is committed to complying with the Equalities Act 2010 and with such other Acts and statutory requirements furthering equality of opportunity for all as they apply to its charitable activities.

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 in order to eliminate discrimination and promote equality, diversity and inclusion.

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 volunteers and management committees 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.

Policy

This policy applies to all Trustees, volunteers, management committee members, users and the general public.

Commitments

Equality and diversity are central to the work of FWOC.

FWOC will treat all people with dignity and respect, valuing the diversity of all. It will promote equality of opportunity, diversity and inclusion. 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. FWOC's goal is to work towards a just society free from discrimination, harassment and prejudice. FWOC aims to embed this in all its policies, procedures, day-to-day practices and external relationships.

Aims

FWOC aims to:

- ✓ Provide services that are accessible according to need.
- ✓ Promote equality of opportunity and diversity in volunteering and development.
- ✓ Create effective partnerships with all parts of our community.

Objectives

FWOC's objective is to realise its aims 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 services that respond to users' needs.
- ✓ Ensuring volunteers and trustees are representative of the community served and their engagement policies are fair and robust.
- ✓ Responding to volunteer's needs and encouraging their development to ensure their contribution is as effective as possible.
- ✓ Recognising and valuing the differences and individual contribution that all people make to FWOC.
- ✓ Challenging discrimination.
- ✓ Providing fair resource allocation.
- ✓ Being accountable.

Implementation

Responsibility. This policy covers the behaviour of all people volunteering in FWOC or using the Chapel and sets out the way they can expect to be treated in turn by The Charity. The overall responsibility for ensuring adherence to and implementation of this policy lies with the Trustees.

Methods. FWOC intends to implement this policy by:

- ✓ Ensuring that Trustees, Management committees, volunteers and users are made aware, understand, agree with, and are willing to implement, this policy. All volunteers will be given a copy of this policy as part of their induction.
- ✓ Actively encouraging Trustees, management committees 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 FWOC, 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 Review. FWOC has declared its commitment to establishing, developing, implementing and reviewing a policy of equality of opportunity diversity and inclusion. Effective record keeping and monitoring, and acting on information gathered, are essential in order to measure effectiveness and plan progress. The trustees will review the policy at least every three years.

Change Record

Version	Date Approved by Trustees
V1	March 2023