

Equalities Policy

Document Control

Version	Date	Amended by	Comments	Review date
1.0	Feb 2024	Andrew Blight	Agreed by Trustee Board	Every 2 years

Executive Summary

Care Now Volunteers (CNV) 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.

CNV 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>
- 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/>

CNV is committed to complying with the Equalities Act 2010 with such other Acts and statutory requirements furthering equality of opportunity for all and can be applied to CNV charitable activities. CNV recognises that it has moral and social responsibilities that go beyond the provisions of the abovementioned 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 and diversity.

Introduction

CNV recognises, respects and values diversity in its Trustees, employees, volunteers and service users. CNV 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 through CNV.

Care Now Volunteers Commitment

CNV 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 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, staff, contractors, volunteers, management committee members, beneficiaries and the general public. Commitment to equality and diversity are central to the work of CNV.

CNV will treat all people with dignity and respect, valuing the diversity of all. CNV 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.

CNV 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.

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

Care Now Volunteers' 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.

Care Now Volunteers' will:

- Regularly evaluate 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;
- Work together with the community to provide accessible and relevant service provision that responds to service users' needs;
- Ensure staff, contractors, volunteers and trustees are representative of the community served and the employment policies are fair and robust;
- Respond to volunteers, contractors and employees' needs and encouraging their development to increase their contribution to effective service delivery;
- Recognise and value the differences and individual contribution that all people make to CNV.
- Be accountable.

Procedure

This policy covers the behaviour, recruitment and selection procedures of all people employed by, contracted to or volunteering for CNV or using the services and sets out the way they can expect to be treated in turn by CNV.

The overall responsibility for ensuring adherence to and implementation of this policy lies with the Trustees and CNV staff.

The CNV intends to implement this policy by:

- Ensuring that it is a condition of paid employment at CNV;
- Ensuring that Trustees, Management committee, volunteers, contractors, employees and beneficiaries are made aware, understand, agree with, and are willing to implement, this policy. All staff, contractors and volunteers will be given a copy of this policy as part of their induction;
- Actively encouraging Trustees, staff, contractors, trustees 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 CNV, 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 the implementation of this policy regularly.
- Effectively record keeping and monitoring, and acting on information gathered, are essential in order to measure effectiveness and plan progress.

Implementation & Quality Assurance

Implementation is immediate and this Policy shall stay in force until any alterations are formally agreed. The Policy will be reviewed every two years by the Board of Trustees, sooner if legislation, best practice or other circumstances indicate this is necessary