



Equal Opportunities

Introduction

Pathhead and District Community Association SCIO (PDCA):

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.

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 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 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 staff, volunteers, members, trustees and the general public using the hall.

Commitment

Equality and diversity are central to the work and constitution of the PDCA.

The PDCA 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.

Aims

The PDCA 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

The PDCA's objective is to realize 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;
- ✓ Recognising and valuing the differences and individual contribution that all people make to PDCA;
- ✓ Challenging discrimination;
- ✓ Providing fair resource allocation;
- ✓ Being accountable.

Why have this policy?

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

PDCA 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 Small Charity Support.



PROCEDURES

Responsibility for Implementation

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

Method of Implementation

PDCA intends to implement this policy by:-

ensuring that it is a condition of paid employment in the PDCA;

ensuring that Trustees, volunteers members are made aware, understand, agree with, and are willing to implement this policy. All above will be asked to read this policy.

Monitoring the services, publicity and events provided by the PDCA, 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 PDCA 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 in order to measure effectiveness and plan progress. The management committee will review the policy annually.

Change Record

16/12/20	NHD	Formatting
10/12/20	Committee	Policy approved by the Committee
30/11/20	Trustees, BC	Policy approved by the Treasurer and The Trustees
2.12.19	ND,MJ	
17.11.19	MJ	
22.11.19	MJ,	