



The Welbeloved Club

EQUALITY AND DIVERSITY POLICY

Statement of intent

The Welbeloved Club recognises that people involved with the club may experience discrimination or lack of opportunity for reasons that are not fair. Examples include race, religion, creed, colour, national and ethnic origin, political beliefs, gender, sexual orientation, age, disability (including mental illness), HIV status, pregnancy or child dependency, transitioning gender, marital status, appearance, geographical area, social class, income level or criminal record.

The Welbeloved Club will challenge discrimination and lack of opportunity in its policy and practice.

The Welbeloved Club aims to create a culture that respects and values each other's differences. The Welbeloved Club sees these differences as an asset to our work as they improve our ability to meet the needs of the organisations and people we serve.

All volunteers, and trustees must declare in writing their support for the objectives of this Equality and Diversity Policy. Failure to do so will result in the Volunteer Agreement being terminated.

What is discrimination?

The Welbeloved Club believes discrimination can take one or more of the forms set out below.

Direct discrimination is treating one person less favourably than another in the same or similar circumstances or segregating them from others solely because they are, for example, a lesbian, a gay man or because they have a disability or illness. Refusing to employ someone who has the required skills because they are deaf or because they are pregnant would constitute such discrimination.

Indirect discrimination occurs where there is a requirement or condition which applies equally to everyone but which, in practice, has an adverse impact on a group and cannot be justified. For example, an unnecessary physical or age requirement can discriminate against women or disabled people. The setting of language tests, where language skills or fluency are not really needed for a job, is another example.

Abuse and/or harassment – Discrimination also covers actions which amount to abuse and/or harassment of people or groups of people because for example they are a member of a national, racial or ethnic minority group, a woman, a lesbian, a gay man or have a disability or illness.

Victimisation occurs when a person is treated less favourably or is discriminated against because she/he has pursued or intends to pursue their rights in respect of alleged discrimination.

Institutional racism (Macpherson Report, 1999 (see footnote)) – The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen in the processes or attitudes and behaviour, which amount to discrimination, to unwitting prejudice, ignorance, thoughtlessness and racist stereotyping, which disadvantages minority ethnic people.

Racist incident (Macpherson Report, 1999 (see footnote)) – Any incident which is perceived to be racist by the victim or any other person. If the victim doesn't want to complain, another person may do so.

Discrimination in any of the forms stated above is unacceptable, regardless of whether there was any intention to discriminate or not.

Staff development

Decisions about learning and development opportunities for any staff will be for all staff and all staff will have access to any available opportunities provided by The Welbeloved Club to enable them to develop in line with our aims and objectives.

Service provision

- All The Welbeloved Club services are covered by this policy.
- The Welbeloved Club will operate on the basis of equality and diversity in its work with other agencies or individuals.
- The Welbeloved Club services will be provided on an equal access basis and the services will be reviewed each year by the Trustees and changed where needed.
- All volunteers, any staff and other relevant people will be required to support our Equality and Diversity Policy (see below in relation to Induction).

Recruitment and selection

The Welbeloved Club believes no person or group should be treated less favourably in employment because of the reasons given in the Statement of intent.

Volunteer appointments and any staff appointments will be monitored to ensure no discrimination is occurring at the point of selection.

Miscellaneous

Centre building - The Welbeloved Club will try to ensure that premises used in relation to its work are accessible and inviting for all members of the community who use its services.

Purchasing - The Welbeloved Club reserves the right not to purchase goods and services from agencies whose activities are contrary to the principles outlined in this policy.

Implementation and monitoring

- Monitoring of the Equality and Diversity Policy and its implementation is the responsibility of the trustees.
- The trustees will review the policy annually.
- The trustees will review annually how the services are provided by talking to a number of volunteers, and those using services of The Welbeloved Club and any staff.
- Induction for volunteers and any new staff will include a briefing on the Equality and Diversity Policy, and this exercise shall be repeated individually or in groups [annually].
- A copy of the Equality and Diversity Policy and Equality action plan will be given to all new volunteers, any new staff, and trustees.

The Welbeloved Club policies and procedures

The Welbeloved Club policies support our commitment to equality and diversity

Legislation

The practices and procedures within this policy are based on the principles contained within the UK legislation and Government Guidance and have been developed to complement the Equality Act 2010.

Complaints Procedure

The Welbeloved Club are committed to ensuring that any complaints regarding equality and diversity are treated both confidentially and fairly.

If any volunteer, trustee or visitor feels that he, she or it has suffered discrimination or harassment in any way or that the policy of The Welbeloved Club has been broken they should follow the procedures below.

No individual will suffer for speaking up if they believe something is wrong.

The individual should report the matter to the Jo Gill who will record the following:

- details of what occurred.
- details of when and where the occurrence took place.
- any witness details and copies of any witness statements.
- names of any others who have been treated in a similar way (provided that those people consent to their names being disclosed).

- details of any former complaints made about the incident, including the date and to whom such complaint was made.

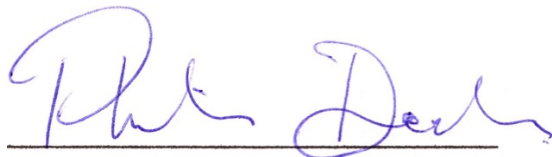
Jo Gill shall report the incident to the Chair of the Trustees who will review the incident and agree to uphold or dismiss the complaint. The Chair may first discuss the matter with some or all of the other Trustees (but if one of the trustees is the subject of the matter, the Chair shall not include that trustee in the discussion).

If the person accused of discriminatory behaviour is a staff member of The Welbeloved Club, the incident will be regarded as a disciplinary issue and will follow any disciplinary procedure set out for employees or (if none exists) the Acas Code of Practice on disciplinary and grievance procedures.

If the person accused of discriminatory behaviour is a volunteer of The Welbeloved Club and the complaint is deemed to be upheld by the Chair / Trustees, then The Welbeloved Club reserve the right to remove the volunteer from their duties.

This statement is designed to avoid discrimination and is in accordance with the Human Rights Act 1998 and its underlying principles.

Signed by Chair of Trustees, on behalf of The Welbeloved Club

A handwritten signature in blue ink, appearing to read "Phil Deane", is written over a horizontal line.

Date: 28/09/2020

Review Date: 1/8/2021

(footnote) Sir William Macpherson Report Summary, 1999 (found at)
<http://miris.eurac.edu/mugs2/do/blob.pdf?type=pdf&serial=1017225511163>