



## Whole Again Communities Equality and Diversity Policy

*Amended May 2019 to be reviewed May 2020*

### Policy Statement

At **Whole Again Communities (WAC)** we aim to treat all people fairly, irrespective of their age, race, religion or beliefs, gender or sexual orientation, disability, marital status, dependants or class. We seek to address inequalities of opportunity in our activities within the community.

We aim to use fair and objective behaviour to ensure that

- All volunteers, staff and customers are valued, treated fairly and with respect at all times, with the right to be free from bullying and victimisation of any description.
- Everyone has an equal chance to contribute and achieve their potential

We aim to create a diversity strategy of which equal opportunity is a part. Diversity recognises that we are all different, and involves creating an environment where people are respected and valued as individuals. Equality ensures that opportunities for growth and development of staff and volunteers at **WAC** are available to all.

The success of **WAC** depends on its people. By developing and nurturing the talents and abilities of each individual we aim to ensure that everyone has a chance to fulfil their potential in an atmosphere of tolerance and respect.

### Delivery

**WAC** will strive to ensure that its work and the services it offers are accessible and follow equal opportunities principles by encouraging feedback from volunteers and service users.

We aim to

- Create an environment in which individual differences and the contributions of all staff and volunteers are recognised and valued
- Create an atmosphere where intimidation, bullying or harassment is not tolerated
- Recognise that all volunteers and staff are entitled to a working environment that promotes dignity and respect
- Provide, where relevant, training development and progression opportunities
- Regularly review our practices and procedures to ensure fairness

## Responsibilities

Responsibility for ensuring the effective implementation and operation of **WAC** Equality and Diversity policy rests with the CEO, and her Deputy. They will ensure that all reasonable and practical steps are taken to avoid discrimination.

Volunteers and staff should be aware that their attitudes and behaviour are crucial to the successful operation of our Equality and Diversity practices. We should all

- Comply with the policy and practices
- Not discriminate in day to day activities or encourage others to do so
- Inform the CEO or her Deputy if they become aware of any discriminatory practice

Volunteers and staff have a right to make a complaint concerning discrimination or victimisation via the **WAC** *Complaints and Grievance policy procedures*.