

# Action Hampshire

## Equality and Diversity Policy

*All references to Action Hampshire in this document should be deemed to cover and include Action Portsmouth.*

### **Our organisation**

Action Hampshire is a local support and development charity with over 60 years' experience of supporting Hampshire's not-for-profit organisations and rural communities. We strengthen and promote voluntary action by bringing organisations and communities together, enabling them to have their voice heard and to change things for themselves. We strongly encourage an equal partnership and understanding between the public, private and not-for-profit sectors.

### **We value:**

- The independence of the not-for-profit sector
- Honesty, openness and transparency
- Challenging inequality and unfairness
- Our diverse communities

This Equality and Diversity Policy supports and enhances Action Hampshire's broad organisational values and is based on the fundamental principles outlined in the Equality Act 2010. Action Hampshire values the diverse cultures, environments and communities of which it is a part. We believe people have the right to be treated fairly and equally and oppose discrimination in all its forms. We recognise, value and respect diversity, and understand the importance of creating a fair and just environment. We do this by taking practical action where possible, and through our policies and procedures which are revised regularly.

### **We oppose**

Updated Feb 2018

I Date of next review: Feb 2019

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Action Hampshire opposes all types of individual, institutional and cultural discrimination and the negative impact this has on discriminated groups or individuals. Such discrimination includes: direct or indirect discrimination, discrimination by association or perception, lack of awareness, stereotyping, prejudice, victimisation, harassment, marginalisation, exclusion or oppression, discrimination arising from a disability where there is a failure to make reasonable adjustments.

## **Our commitment**

In line with the Equality Act 2010, we are committed to ensuring that no individual or group of people is less favourably treated or denied opportunities because of their background, for example:

- race - ethnic or cultural origin
- religion, faith, belief or non-belief
- sex
- disability
- gender reassignment
- marital or civil partnership status
- sexuality
- age
- pregnancy and maternity
- nationality (or statelessness)
- caring responsibilities
- HIV status
- unrelated criminal conviction

Action Hampshire demonstrates its commitment to these issues by adopting an Equality and Diversity Policy, which gives guidance on equality and diversity practices, service provision and the general work of the organisation. This policy is based on the Equality Act 2010 and its key principles are integrated into all policies and procedures in Action Hampshire.

This policy applies to staff, trustees and volunteers employed by or working for Action Hampshire. In addition, we expect that consultants, partners and other organisations have their own policies and procedures that reflect similar principles to our own. This policy enables staff, volunteers, trustees and member organisations to act positively in relation to equality, diversity and inclusion, and eliminate and prevent all forms of discrimination. We also encourage members to have an Equality and Diversity Policy in place.

## **The Policy**

This policy aims to ensure that Action Hampshire creates fair conditions for all current and potential members of Action Hampshire, its Trustee Board, staff, volunteers, users of our services, and organisations with which we work. Its success depends on everyone having an understanding of equality, diversity and inclusion and co-operating in the policy's implementation.

Action Hampshire recognises that Hampshire is socially and culturally diverse and believes its work is enriched by the different qualities and experience brought to the not-for-profit sector, their organisations and their work as trustees, employees and volunteers.

## **Action Hampshire Trustee Board**

Action Hampshire seeks to ensure that the members of the Trustee Board reflect the diversity of the county's population and the wide range of agencies who work in the not-for-profit sector. This is not always practically possible, but it is an aim we aspire to.

## **Volunteers**

Action Hampshire believes that voluntary activity, active community involvement and self-help are options that should be open to everyone irrespective of their background, and that they have a right to volunteer without experiencing discrimination or facing barriers preventing involvement.

## **Organisations**

Action Hampshire seeks to raise awareness of cultural diversity, equality and anti-discrimination policy and practice. Our Equality and Diversity Policy is available on request to other not-for-profit organisations in Hampshire.

## **Staff**

Staff should not discriminate against or harass a member of the public or any person or organisation in receipt or potentially in receipt of Action Hampshire's goods or services. It is unlawful to fail to make reasonable adjustments to overcome barriers to using services caused by disability. The duty to make reasonable adjustments includes the removal, adaptation or alteration of physical features, if the physical features make it impossible or unreasonably difficult for disabled people to make use of services. In addition, service providers have an obligation to think ahead and address any barriers that may impede disabled people from accessing a service.

## **Employment, recruitment and selection**

Action Hampshire works to ensure equality of opportunity for all staff or applicants. This applies to all areas of employment, including:

- recruitment and selection
- training and development
- promotion
- conditions and benefits of service
- employment and equal pay procedures
- health and safety
- cessation of employment

The relevant policy is kept in the Staff Handbook.

## **Publicity**

Action Hampshire endeavours to ensure that its published material is as accessible as possible to all and that no group is treated less favourably or denied opportunities because of their background.

### **Monitoring and Evaluation**

The Equality and Diversity Policy is reviewed regularly in order to evaluate its effectiveness and ensure that it complies with current legislation.

### **Training**

Training and professional development policies and practices are reviewed regularly to ensure that they are non-discriminatory.