




Totton & Eling Community Association Equality & Diversity Policy

Page 1 of 3

Equality & Diversity

1) Document Control

Version	Action/Next Review Date	Date	Signed
01	Created	12/04/2021	 C Compton

2) Introduction.

- a) The Totton and Eling Community Association (the CA) recognises that we are subject to the Equality Act 2010.
- b) The CA recognises that many people in our society experience discrimination or lack of opportunity for reasons which are not fair. These include race, religion, creed, colour, national and ethnic origin, political beliefs, gender, gender reassignment, sexual orientation, age, pregnancy and maternity, disability (including mental illness), HIV status, marital status and civil partnership, responsibility for dependants, appearance, geographical area, social class, income level or criminal record.
- c) We will challenge discrimination and lack of opportunity in our own policy and practice and will help other organisations and individuals to do the same.
- d) We aim to create a culture that respects and values each other's differences. We see these differences as an asset to our work as they improve our ability to meet the needs of the organisations and people we serve.
- e) The organisation is committed to providing an environment in which employees can realise their full potential and to contribute to our success. This is a key employment value to which all employees & volunteers and member organisations are expected to give their support.
- f) To create conditions in which this goal can be realised, the CA is committed to identifying and eliminating discriminatory practices, procedures and attitudes.

3) What is discrimination?

- a) The CA believes that discrimination can take one or more of the forms set out below.
 - i) **Direct discrimination** is treating one person less favourably than another in the same or similar circumstances or segregating them from others, for any reason, for example, because they are a lesbian, a gay man or because they have a disability or illness. Refusing to employ someone who has the required skills because



Totton & Eling Community Association Equality & Diversity Policy

Page 2 of 3

they are deaf or because they are pregnant etc.

- ii) **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 particular 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.
- iii) **Harassment discrimination** covers actions which amount to abuse and/or harassment of people or groups of people because for example their political beliefs, 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.
- iv) **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.
- v) **Racism** occurs where 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. Incidents constitute any incident which is perceived to be racist by the victim or any other person. If the victim does not want to complain, another person may do so.

- b) Discrimination in any form is unacceptable, regardless of whether there was any intention to discriminate or not.

4) Service provision

- a) All The Totton & Eling Community Association's services and activities are covered by this policy.
- b) We will promote equality and diversity in our work with our members, other agencies or individuals.
- c) Services will be reviewed regularly and changed where needed.
- d) All room hirers and users, trainers, facilitators, and consultants contracted to work for The CA will be required to support our Equality and Diversity policy.

5) Recruitment and selection

- a) We believe that no person or group should be treated less favourably in employment because of the reasons given in the Statement of Intent.
- b) Staff appointments will be monitored to ensure no discrimination is occurring at the point of selection. A separate Recruitment Policy gives full details of this process.



Totton & Eling Community Association Equality & Diversity Policy

Page 3 of 3

- 6) **Other aspects of our work pertaining to equality and diversity.**
 - a) **Accommodation;** We will make every effort to ensure that premises used in relation to our work are accessible and inviting for all members of the community.
 - b) **Purchasing;** We reserve the right not to provide rooms or services or purchase goods and services from agencies whose activities are contrary to the principles outlined in this policy.
 - c) **Promotion of policy;** Copies of this policy will be freely available to staff, volunteers, members and any other interested parties.
 - d) **Travel;** The CA recognises that not everyone has access to personal transport or is able to use it and will plan its services and activities with this in mind.
- 7) **Implementation and monitoring**
 - a) Monitoring of the Equality and Diversity policy and its implementation is the responsibility of the Trustees. The Board of Trustees will review the policy periodically.
 - b) For committee members and new staff will include a briefing on the Equality and Diversity policy.
 - c) A copy of the Equality and Diversity Policy will be given to all new staff, volunteers, Directors and new members of The CA and to any member on request.
 - d) Training may be provided for employees, Trustees and volunteers on cultural awareness, disability awareness and other subjects that relevant to equality and diversity.
- 8) **The Trustees**
 - a) All Trustees will affirm their commitment to the Equality and Diversity policy.
 - b) Membership of The CA Board of Trustees should aim to reflect a fair balance and representation of the local community and should endeavour to redress any imbalance of under-represented groups.