

EQUAL OPPORTUNITIES AND DIVERSITY POLICY OF PONTELAND COMMUNITY PARTNERSHIP

Introduction to Policy

Diversity means having a wide range of different people with different perspectives involved throughout our organisation.

Equal opportunities means making sure everyone has a fair and equal chance to work for our organisation or to access our goods, activities and services.

Achieving diversity depends on offering equality of opportunity.

Equal opportunities means making sure that one person is not treated less favourably than another person because of their:

- Age
- Disability
- Gender reassignment
- Marriage / civil partnership
- Pregnancy / maternity
- Race, colour, ethnic or national origins
- Religion, creed or belief
- Gender or sex
- Sexual orientation
- Responsibilities for dependants
- Socio-economic background
- Political beliefs
- Offending background
- Employment status
- Any other factor that can give rise to unfair treatment

Unfair, unequal treatment of this kind is called discrimination.

Discrimination can be either direct or indirect.

Direct Discrimination

Direct discrimination occurs when one person is treated less favourably than another on grounds relating to sex, race, marital status, disability, age, etc.

Indirect Discrimination

Indirect discrimination occurs where a requirement is imposed which can be complied with by a smaller proportion of persons of a particular sex, race, marital status,

disability, age, etc, than persons in another group and which is not objectively justifiable in the given situation.

Ponteland Community Partnership has therefore established the following policy

Policy

Ponteland Community Partnership values and encourages diversity, appreciating individual differences and collective variety and the benefits that these different perspectives and experiences bring.

Ponteland Community Partnership recognises that talent and potential are distributed across the population and that we will do best as an organisation if we are able to attract and retain members from the widest possible spectrum.

Ponteland Community Partnership values inclusiveness and is committed to the principles of equal opportunities in all aspects of volunteering and provision of activities.

Ponteland Community Partnership recognises that discrimination can result from a range of factors including, but not restricted to:

- Age
- Disability
- Gender reassignment
- Marriage / civil partnership
- Pregnancy / maternity
- Race, colour, ethnic or national origins
- Religion, creed or belief
- Gender or sex
- Sexual orientation
- Responsibilities for dependants
- Socio-economic background
- Political beliefs
- Offending background
- Employment status

It is the intention of Ponteland Community Partnership to work to ensure that no current or potential members or volunteers are treated less favourably as a result of discrimination whether intentional or unintentional, direct or indirect.

Ponteland Community Partnership believes everyone has a role to play in ensuring fairness towards colleagues and towards the community we serve. Ponteland Community Partnership therefore seeks to promote an atmosphere in which all people have regard for one another's rights and everyone is treated with respect and dignity.

It is our intention to follow practices which actively work to eliminate discrimination.

Ponteland Community Partnership will ensure that these practices comply with all prevailing relevant legislation, currently the Equalities Act (2010).

Ponteland Community Partnership intends to monitor its diversity and the effectiveness of its equal opportunities activities at least once a year.

Ponteland Community Partnership is committed to regular review of its policies and procedures to ensure they continue to promote diversity and equality of opportunity.

Overall responsibility for this policy and its implementation lies with the management committee

Adopted on 18 January 2017

Reviewed on 16 August 2018