

ABCD Equality and Diversity Policy

This policy applies to all directors, staff, volunteers, and committee members.

ABCD recognises, respects and values diversity in its directors, employees, volunteers, and members. ABCD should encourage diversity and seek to implement a policy of equal opportunities in all areas of its work and responsibilities.

The directors and committee members of ABCD are also committed to ensure that it does not discriminate against people with disabilities.

This policy will be delivered through action planning, effective monitoring, and a willingness to tackle problems where they arise.

Diversity

ABCD will treat all people with dignity and respect, valuing the diversity of all. It will promote equality of opportunity and diversity. It will eliminate all forms of discrimination on grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation, religion/ belief, irrelevant offending background, or any other factor irrelevant to the purpose in view.

ABCD should encourage all people it works with to contribute to an environment in which people feel comfortable expressing how they feel and what they need, knowing that they will be treated with respect and that their contribution will be valued.

Equal opportunities

The directors and committee members of ABCD are committed to ensure that it does not discriminate against people with disabilities. No director, committee member or volunteer should receive less favourable treatment because of a protected characteristic that they might have. Nor will such a person be disadvantaged by conditions or requirements, which cannot be shown to be justifiable.

ABCD is a family friendly organisation and understands that directors, committee members and trustees often have principal caring responsibility for children, older people, or sick and disabled people which can limit their ability to travel to and attend conference. ABCD will consider all requests to support travel and time off and other costs ABCD will consider all requests to support travel and time off and other costs such as 'care' for committee members who would otherwise not be able to attend the organisations meetings and events.

Aims and Objectives:

- Encourage, promote, and celebrate diversity in all of ABCD's activities and services and to recognise and value the differences and individual contribution that all people make to ABCD.
- Ensure directors, trustees, members and volunteers are representative of the community served and that the appointment policies for committee members are fair and robust.
- To ensure compliance with legislation on discrimination and equality.
- To create environments free from harassment and discrimination.
- To make a willingness to accept and implement this policy to be a necessary qualification for any trustee position in ABCD.
- To confront and challenge discrimination where and whenever it arises.
- To ensure through positive action and so far as is practicable, that all the services of ABCD are accessible to all people
- Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of
- age, disability, gender reassignment, marriage and civil partnership, pregnancy and

maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation.

Responsibility for Implementation

The overall responsibility for ensuring adherence to, and implementation, of this policy lies with the Committee of ABCD.

Method of Implementation

ABCD intends to implement this policy by:

- Ensuring that DCT trustees, directors of ABCD, committee members, volunteers, contracted staff and members, reflect the wider community.
- Ensuring that DCT trustees, directors of ABCD, committee members, volunteers, contracted staff and members are made aware, understand, agree with, and are willing to implement, this policy. All trustees, directors and committee members will be given a copy of this policy as part of their induction.
- Monitoring the services, publicity and events provided by ABCD, to ensure that they are
- accessible to all sections of the population and do not discriminate, and taking active steps
- to ensure that participation is representative.

All directors, trustees, committee members and those working in positions of authority within the organisation are encouraged to undertake online learning and to read further guidance available from:

[Get started with equity, diversity and inclusion | NCVO](#)

[6. Equality, diversity and inclusion — Charity Governance Code](#)

<https://charitydigital.org.uk/topics/topics/how-to-remove-unconscious-bias-9947>

Monitoring and Reviewing

ABCD will regularly review the implementation of its Equality and Diversity Policy.

Effective record keeping and monitoring, and acting on information gathered, are essential in order to measure effectiveness and plan progress.

Responsibility for implementing and developing the Policy rests with the directors of ABCD

The directors will review and approve policies, procedures and practices that impact on equal opportunities and diversity practice.

Where there is evidence of ineffectiveness, immediate remedial action will be taken to ensure implementation.

Approved by ABCD Committee: 15th May 2023

Approved by Trustees: 15th June 2023

Date of next review: June 2026