

Dame Vera Lynn Memorial Charity

EQUALITY AND DIVERSITY POLICY

This policy applies to Trustees, volunteers, management committee members and the general public.

Commitment

Dame Vera Lynn Memorial Charity 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.

It will tackle social exclusion, inequality, discrimination and disadvantage. For this policy to be successful, it is essential that everyone is committed to and involved in its delivery. Dame Vera Lynn Memorial Charity goal is to work towards a just society free from discrimination, harassment and prejudice. Dame Vera Lynn Memorial Charity aims to embed this in all its policies, procedures, day-to-day practices and external relationships.

Aims

Dame Vera Lynn Memorial Charity aims to:

Provide services that are accessible according to need

Promote equality of opportunity and diversity in volunteering and development

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

Create effective partnerships with all parts of our community

Objectives

Dame Vera Lynn Memorial Charity objective is to realise its standards by:

Sustaining, regularly evaluating and continually improving to ensure equality and diversity principles and best practice are embedded to meet the needs of individuals and groups

Ensuring volunteers and trustees are representative of the community served.

Responding to volunteer's needs and encouraging their development to increase their contribution to effective service delivery

Recognising and valuing the differences and individual contribution that all people make to Dame Vera Lynn Memorial Charity

Challenging discrimination

Providing fair resource allocation

Being accountable

Why have this policy?

Dame Vera Lynn Memorial Charity recognises, respects and values diversity in its Trustees and volunteers.

Dame Vera Lynn Memorial Charity has this policy because it is a people-led organisation that must always ensure it meets the needs of the community through fair, appropriate and development of the people who volunteer for Dame Vera Lynn Memorial Charity.

PROCEDURES

Responsibility for Implementation

This policy covers the behaviour of all people volunteering for Dame Vera Lynn Memorial Charity or come into contact with the charity and sets out the way they can expect to be treated in turn by Dame Vera Lynn Memorial Charity. The overall responsibility for ensuring adherence to and implementation of this policy lies with the Trustees.

Method of Implementation

Dame Vera Lynn Memorial Charity intends to implement this policy by:

Ensuring that Trustees, Management committee and volunteers are made aware, understand, agree with, and are willing to implement, this policy. All volunteers will be given a copy of this policy.

Monitoring the publicity and any events provided by Dame Vera Lynn Memorial Charity, 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

Monitoring and Reviewing

Trustees will review the policy annually.

Approval and Review

Approval By

Date

Next Review Date