



EQUAL OPPORTUNITIES

Introduction

The purpose of this policy is to promote equality and diversity and to adhere to all current equality legislation and recognising the importance of the Equality Act 2010 and the related Public Sector Equality Data. Community Ventures (Middlesbrough) Ltd (CVL) is committed to having due regard to the provisions of the three aims of general duty, i.e.:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
2. Advance equality of opportunity between people who share a protected characteristic and their peers
3. Foster good relations between people who share a protected characteristic and their peers

Community Ventures will ensure that it recognises and respects the nine protected characteristics as stated in the Equalities Act 2010.

These characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Community Ventures ethos is that all people are equal and no society will flourish unless everybody is given the opportunities and freedoms of equality. Community Ventures strongly values the diversity of people who work for and who come into contact with it.

This policy relates to all staff, customers, partners, visitors and any other person(s) with whom Community Ventures comes into contact with.

Issue Date: August 2021

Renewal Date: August 2022

Statement of Policy

This policy shall apply to all aspects of CVL work and it is the responsibility of every individual connected to, and/or acting on behalf of, CVL to adhere to the following commitments:

1. When devising services, corporate plans/strategies, policies, and procedures CVL will ensure:
 - Services meet the diverse needs of our customers, partners, stakeholders and staff
 - CVL services, plans, policies and procedures do not have a negative impact on any of the protected characteristics
 - All employees, volunteers, customers, partners, and stakeholders, are aware of the Equality and Diversity Policy through promotion

2. As an employer CVL will:
 - Where possible, recruit and retain a workforce that reflects the expertise and diversity of the communities it serves
 - Take all reasonable steps to employ, train and promote employees on the basis of their experience, abilities and qualifications
 - Have consultations with employees on ideas and suggestions for improving and developing services, ensuring any equality and diversity issues are identified and addressed
 - Respond seriously to, and fully investigate, any claims of bullying, harassment, discrimination, or victimisation
 - Ensure staff are aware of this policy and advise of any amendments / changes as applicable. Also training in equality and diversity will be made available where identified as relevant and appropriate.

3. When working with partners CVL will:
 - Promote it's Equality and Diversity Policy in a positive manner
 - Ensure our partners share Community Ventures values and commitments to equality and diversity
 - Ensure partners have a relevant Equality & Diversity policy which covers all legal requirements and mirrors the aims of Community Ventures
 - Communicate any changes / initiatives to partners in terms of equality & diversity as applicable

SUPPORTING AND EMPOWERING LOCAL PEOPLE TO ADD REAL AND LASTING VALUE TO THEIR COMMUNITY

Registered charity number: 702916

101 The Greenway, Thorntree, Middlesbrough, TS3 9PA

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4. When delivering services CVL will:
 - Where appropriate, consult with and encourage the involvement of, all stakeholders and customers in decision making and developing services
 - Ensure our services are relevant and appropriate to all customers
 - Provide information about services that is clear, accurate and accessible
 - Ensure CVL publicity and marketing materials reflect CVL commitment to equality and diversity
 - Treat everyone with dignity and respect

5. In respect of premises CVL will ensure that:
 - No-one will be precluded from working for, or with CVL or from accessing CVL services by reason of premises not being accessible. Where it is not possible to provide safe access to premises, alternative accommodation will be found
 - Premises and working environments will reflect the values and principles of CVL in relation to equality and diversity

Relevant Responsibilities

- CVL Board will promote its commitment to equality and diversity
- The Senior Management Team will be responsible for the overall management and direction of our equality and diversity commitments
- Directors and managers will ensure that equality and diversity are core issues for service delivery and the management of employees. They will advise on and support equality and diversity work throughout CVL and ensure training provision is met when required.