



# **North Stoneham Community Group Equality and Diversity Policy**

**June 2022**

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## **Statement**

North Stoneham Community Group (NSCG) will ensure that the application of any part of this policy does not have the effect of discriminating directly or indirectly against anyone on the grounds 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. Application of this policy will apply equally to trustees and volunteers.

Any individual may request assistance with this policy if they have particular needs. If the person has language difficulties and difficulty understanding this policy, the use of an interpreter will be considered.

North Stoneham Community Group is committed to develop, support, and strengthen community cohesion at North Stoneham and the surrounding areas through events and initiatives. The North Stoneham Community Group recognises that the establishment of a supportive and open culture, which ensures equality and values diversity, is essential to achieving this goal.

It is North Stoneham Community Group's intention no trustees or volunteers are unfairly disadvantaged on the grounds of race, colour, age, nationality, ethnicity, gender, sexual orientation, marital status, religious belief, disability or any other factors that are not relevant to their capability or potential.

## **Purpose and Aims**

This policy supports North Stoneham Community Group's constitution and organisational aims. North Stoneham Community Group also intends to work closely with local partner organisations in promoting equality and diversity.

## **Religious Beliefs**

Many religions and beliefs are represented in our multi-cultural community and the North Stoneham Community Group aims to ensure that no one is discriminated against on the basis of their religion, belief, or absence of religion or belief.

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## **Dietary Requirements**

North Stoneham Community Group are conscious of dietary requirement and will make reasonable adjustments to meet the needs to trustees, volunteers and attendees where possible.

## **Definitions**

### **Equality and Diversity**

Equal opportunities addresses the structures, systems and measure of groups within society and within organisations. Equal opportunity is about addressing issues of representation and balance.

Equality is about creating a fairer society where everyone can participate and has the opportunity to fulfil their potential. It is backed by legislation designed to address unfair discrimination based on membership of a particular group.

Diversity is to understand, to respect, to celebrate and to value physical, cultural and social differences among individuals. Diversity is about the recognition and valuing of difference in its broadest sense. It is about creating a working culture and practices that recognise, respect, value and harness difference for the benefit of the organisation and the individual.

### **Direct and indirect discrimination**

Direct discrimination occurs where a person of one group is treated less favourably than another person from another group would be in the same, or not materially different circumstances.

Indirect discrimination occurs where the effect of certain requirements, conditions or practices imposed by an employer has an adverse impact disproportionately on one group or other. Indirect discrimination generally occurs when a rule or condition, which is applied equally to everyone, can be met by a considerably smaller proportion of people from a particular group, the rule is to their disadvantage, and it cannot be justified on other grounds.

Victimisation occurs when a person is treated less favourably than others because that person has made or intends to make a complaint or allegations of discrimination.

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## **Responsibilities**

The responsibility for this policy lies with the Board of Trustees.

Trustees and volunteers are role models for the behaviours required and must therefore behave according to the standards of fairness and equal treatment in the way that they recruit, communicate, manage performance, promote and maintain discipline. They must identify problems and take action where they perceive it to be appropriate, maintaining good communication, listening carefully and investigating objectively.

Trustees are expected to read and understand this policy and this policy will be reviewed and adjusted annually.

Every trustee and volunteer has a personal responsibility for their own behaviour and must treat others with respect and fairness.

## **Grievance**

Anyone who has a grievance arising from the application of this policy should raise it with the Chair of North Stoneham Community Group.

## **Recruitment and Selection**

### **Statement**

It is North Stoneham Community Group's intention to recruit and retain high quality trustees and volunteers whose skills and experience are most suited to the roles they undertake. Trustees involved in recruitment, selection and retention will be appropriately briefed to ensure that discrimination does not take place.