



Equal Opportunities and Diversity Policy of Unity in Diversity

Introduction

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.

Unity in Diversity has therefore established the following policy

Policy

Unity in Diversity values and encourages diversity, appreciating individual differences and collective variety and the benefits that these different perspectives and experiences bring.

Unity in Diversity recognises that talent and potential are distributed across the population and that we will do our best as an organisation to attract and retain trustees and volunteers from the widest possible spectrum. Unity in Diversity values inclusiveness and is committed to the principles of equal opportunities in all aspects of volunteering (including trusteeship) and provision of activities / services.

Unity in Diversity recognises that some members of the community have been affected by discrimination and that as a result, they may be denied the opportunity to participate equally and fully in [e.g. community life, sport, the arts] and/or the opportunity to full and equal access to [e.g. services, learning opportunities].

Unity in Diversity 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 Unity in Diversity to work to ensure that no current or potential volunteers, trustees, members or beneficiaries are treated less favourably as a result of discrimination whether intentional or unintentional, direct or indirect.

Unity in Diversity believes everyone has a role to play in ensuring fairness towards colleagues and towards the community we serve. Unity in Diversity 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.

Unity in Diversity will ensure that these practices comply with all prevailing relevant legislation, currently the Equalities Act (2010).

Unity in Diversity intends to monitor its diversity and the effectiveness of its equal opportunities activities.

Unity in Diversity 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