

Equality and Diversity Policy

Introduction

The Self Defence Centre CIC accepts that in society certain groups or individuals are denied equality on the grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation and religion/belief or any other factor irrelevant to the purpose in view.

The Self Defence Centre CIC that it has moral and social responsibilities that go beyond the provisions of the above-mentioned Acts and Regulations, and that it should support and contribute to the wider process of change through all aspects of its work and practices in order to eliminate discrimination and promote equality and diversity.

We are committed to taking positive steps to ensure that:

- all people are treated with dignity and respect, valuing the diversity of all;
- equality of opportunity and diversity is promoted;
- services are accessible, appropriate and delivered fairly to all;
- the mix of its, volunteers and management committees reflects, as far as possible, the broad mix of the population of its local community.

Policy

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

Commitment

Equality and diversity are central to the work of **The Self Defence Centre CIC**, 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.

Aims

We aim to:

- Provide services that are accessible according to need and work within the Equalities Act 2010.
- Promote equality of opportunity and diversity in volunteering, employment and development;
- Create effective partnerships with all parts of our community.

Objectives

Our objective is to realise its standards by:

- Sustaining, regularly evaluating and continually improving its services to ensure equality and diversity principles and best practice are embedded in our performance to meet the needs of individuals and groups;
- Working together with the community to provide accessible and relevant service provision that responds to service users' needs;
- Ensuring staff, volunteers and trustees are representative of the community served and the employment policies are fair and robust;
- Responding to volunteer's & employees' 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 our group;
- Challenging discrimination;
- Providing fair resource allocation;
- Being accountable.

Procedures

This policy covers the behaviour of all people volunteering with our group or using the services and sets out the way they can expect to be treated in turn by our group. The overall responsibility for ensuring adherence to and implementation of this policy lies with the management committee.

We will ensure that the management committee, volunteers and users are made aware, understand, agree with, and are willing to implement, this policy. All volunteers will be given a copy of this policy as part of their induction. We will actively encouraging Trustees, staff, management committee and volunteers to participate in anti-discriminatory training, and making time and resources available for such training.

We will regularly monitoring the services, publicity and events provided by the group 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

The Self Defence Centre CIC declared its commitment to establishing, developing, implementing and reviewing a policy of equality of opportunity. Effective record keeping and monitoring, and acting on information gathered, are essential in order to measure effectiveness and plan progress. The management committee will review the policy annually.

Equality Act 2010

Work within the equalities act 2010 and the fundamental nine protected characteristics that are ;

- Age
- Disability
- Gender Reassignment
- Marriage or civil partnership (in employment only)
- Pregnancy and Maternity.
- Race
- Religion or Belief
- Sex
- Sexual Orientation.