OUR CHARTIST HERITAGE

Registered Charity Number: 1176673

Equality Diversity and Inclusion Policy and Procedures

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Introduction

Our Chartist Heritage (OCH):

ACCEPTS that, in society, certain groups or individuals are denied equality on the grounds of age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation or other factors irrelevant to the purpose in view.

WELCOMES the statutory requirements laid down in the Equality Act 2010;
https://www.legislation.gov.uk/ukpga/2010/15/contents
https://www.equalityhumanrights.com/en/advice-and-guidance/your-rights-under-equality-act-2010
https://www.equalityhumanrights.com/en/publication-download/equal-pay-statutory-code-practice
and is committed to complying with the Equality Act 2010 with such other Acts and statutory requirements furthering equality of opportunity for all as also apply to its charitable activities.

RECOGNISES 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.

IS COMMITTED to taking positive steps to ensure that:

- ✓ all people are treated with dignity and respect, valuing the diversity of all;
- ✓ equality of opportunity, diversity and inclusion are promoted;
- ✓ services are accessible, appropriate and delivered fairly to all;
- ✓ the mix of its employees, volunteers and management committees reflects, as far as possible, the broad mix of the population of its local community;
- ✓ currently disadvantaged sections of the community are encouraged to participate in policy decisions about, and the management of the services provided.

POLICY

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

Commitment

Equality, diversity and inclusion are central to the work of OCH.

OCH will treat all people with dignity and respect, valuing the diversity of all. It will promote equality of opportunity, diversity and inclusion. It will eliminate all forms of discrimination on grounds of any of the protected characteristics listed in the Equality Act, or other characteristics 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. OCH's goal is to work towards a just society free from discrimination, harassment and prejudice. OCH aims to embed this in all its policies, procedures, day-to-day practices and external relationships.

Aims

OCH aims to:

- ✓ Provide services that are accessible according to need;
- ✓ Promote equality of opportunity, diversity and inclusion in volunteering, employment and development;
- ✓ Create effective partnerships with all parts of our community.

Objectives

OCH's objective is to realise its standards by:

- ✓ Sustaining, regularly evaluating and continually improving its services to ensure equality, diversity and inclusion 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 volunteers' & 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 OCH;
- ✓ Challenging discrimination;
- ✓ Providing fair resource allocation;
- ✓ Being accountable.

Why have this policy?

OCH recognises, respects and values diversity in its Trustees, employees, volunteers and service users.

OCH has this policy because it is a people-led organisation that must always ensure it meets the needs of the community through fair and appropriate employment and development of the people who work and volunteer for OCH.

PROCEDURES

Responsibility for Implementation

This policy covers the behaviour of all people employed or volunteering in OCH or using the services and sets out the way they can expect to be treated in turn by OCH. The overall responsibility for ensuring adherence to and implementation of this policy lies with the Board of Trustees, its committees, and staff, both paid and voluntary.

Method of Implementation

OCH intends to implement this policy by:

- ✓ Ensuring that it is a condition of paid employment in OCH;
- ✓ Ensuring that Trustees, Committee Members, staff, volunteers and users are made aware, understand, agree with, and are willing to implement, this policy. All staff and volunteers will be given a copy of this policy as part of their induction;
- ✓ Actively encouraging Trustees, Committee Members, staff and volunteers to participate in anti-discriminatory training, and making time and resources available for such training;
- ✓ Monitoring the services, publicity and events provided by OCH, 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

OCH has declared its commitment to establishing, developing, implementing and reviewing a policy of equality, diversity and inclusion. Effective record keeping and monitoring, and acting on information gathered, are essential in order to measure effectiveness and plan progress. The Board of Trustees will review this policy annually at the AGM.

Change Record

Date of Change:	Changed By:	Comments:
07 July 2026	PD/MJD	Policy reviewed and approved