
Ashley Green and District Community Association (“AGDCA”)

Equal Opportunities, Equality and Diversity Policy

Created	July 2021
Next Review	July 2022

This document sets out AGDCA’s policy in respect of equality and diversity issues, and our commitment to promoting equality for all people and valuing positive attitudes towards diversity in all that we do. We believe that it is right to combat any form of unfair discrimination against any individual or group from any section of our community.

The statement addresses six strands of equality practice:

- Age.
- Gender, including gender identity.
- Sexual orientation.
- Race.
- Disability.
- Religion or belief.

All organisations have duties from legislation to:

- Eliminate unlawful racial and disability discrimination.
- Promote equality of opportunity.
- Promote positive attitudes to disability.
- Promote good race relations between people of different ethnic origin.
- Consider how to eliminate harassment.
- Encourage the participation of people with a disability in the life of the community.
- Take into account gender, including gender identity issues.
- Avoid age discrimination.

So, promoting equality, embracing diversity and ensuring full inclusion for people who use our buildings is central to our vision and values as a Community Association. We know that promoting equal opportunities, preventing discrimination and valuing diversity are fundamental to building strong communities.

We are committed to addressing and removing policies, processes and procedures, practices and behaviours within the Association that support discrimination.

Statement of intent

- 1) The AGDCA recognises that in our society power is not held equally, and that groups and individuals have been and continue to be discriminated against on many grounds, including, for example, race, gender identity, age, disability, sexual orientation, class, religion, marital status, and where they live.
- 2) The AGDCA also recognises that where direct or indirect discrimination occurs it is both morally and legally unacceptable and is in direct contradiction of the AGDCA's constitutional commitment to serve the whole community.
- 3) The purpose of the Equalities and Diversity Policy and Commitment is to set out clearly and fully the positive action the AGDCA intends to take to combat direct and indirect discrimination in employment policy (currently no employees), management of the organisation, and the services it provides to community organisations and in its relationships with other bodies and individuals.
- 4) In adopting this Policy and Commitment the AGDCA is also making an unequivocal commitment to implementing it, with the aim of ensuring that equal opportunities becomes a reality.
- 5) The AGDCA also commits itself to encouraging groups using the buildings to adopt an equalities and diversity policy and to supporting and assisting them in the process.

Code of conduct

- We aim to treat all people with dignity and respect regardless of age, disability, gender identity, race, religion or belief or sexual orientation.
- We aim at all times to value and respect people's feelings.
- We aim to be an organisation that has inclusive recruitment and retention practices.

Our priorities

- We aim to create an Association that is inclusive and promotes diversity and equality throughout its activities and organisation.
- We aim to create attitudes and a culture within the Association that encourages all members to challenge any language, attitude or action that may cause offence or discrimination, or that is derogatory racist or sexist.
- We will challenge any harassment, abuse or intimidation of any person. Any such incident will be taken seriously. If the individual does not accept that the challenge is valid or recognise that it was wrong, and fails to apologise, then that person will be suspended from use of the buildings until such time as he or she can appear before the Trustees.

To support this code of conduct:

- We will provide training opportunities directly or indirectly for volunteers and committee members to enable them to be confident in challenging bad practice and recognising the benefits of promoting diversity and equality in all situations.
- We will ensure that those responsible for recruiting staff (currently no employees) are fully aware of good recruitment practice, seeking to positively promote diversity and equality, including appropriate advertising of vacancies, suitable standards for application forms, shortlisting and interviewing, monitoring the diversity of applicants, taking up references, checking their entitlement to work and appropriate, up to date person specifications for each post.
- We will seek to increase the accessibility of information for people who use our services.
- We will undertake audits to ensure our buildings are accessible and remains accessible for all staff and people who use our building.
- We will seek to maximise opportunities to listen to and learn from the experiences of people who use our services.