
Equality, Diversity and Inclusion Policy

INTRODUCTION

Link UP London:

AIMS to safeguard those who may face inequality or harassment due to one or more of the nine 'protected characteristics. These are protected from discrimination under the Equality Act (2010).

- Age
- Disability
- Sex
- Sexual orientation
- Race
- Religion or belief
- Gender reassignment
- Marriage or civil partnership
- Pregnancy and maternity

Link UP London aims to:

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

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 and diversity is 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.

Policy

Link UP London recognises, respects and values diversity in its employees, volunteers and service users.

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

The policy's purpose is to:

- provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time
- not unlawfully discriminate because 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 and sexual orientation

- oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities

For this policy to be successful, it is essential that everyone is committed to and involved in its delivery. Link UP London aims to embed this in all its policies, procedures, day-to-day practices and external relationships.

Our commitment

Link UP London will achieve the above aims by:

- Creating a work environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.
- Ensuring that decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
- Reviewing employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
- 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;
- Responding to volunteers' & employees' needs and encouraging their development to increase their contribution to effective service delivery.
- Working together with the community to provide accessible and relevant service provision that responds to service users' needs.
- Recognising and valuing the differences and individual contribution of all people make to Link UP London.
- Monitoring the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

PROCEDURES

Method of Implementation

Link UP London intends to implement this policy by:

- Ensuring that the Directors, 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.
- Monitoring the services, publicity and events provided by Link UP London, 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

Link UP London 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 management committee will review the policy annually.

Created 20 July 2020 to be reviewed by July 2023