



# Red Lion House Charity

Charity Number; 1176422

## Equality and Diversity Policy

Red Lion House Charity recognises, respects and values diversity in its Trustees, employees, volunteers and service users.

Red Lion House Charity 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 Red Lion House.

### Introduction

#### **Red Lion House:**

**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.

**WELCOMES** the statutory requirements laid down in:

the Equal Pay Act 1970;

the Rehabilitation of Offenders Act 1974;

the Sex Discrimination Act 1975;

the Race Relations Act 1976

and the Race Relations Amendment Act Feb 2000;

the NHS Community Care Act 1990;

the Disability Discrimination Act 1995;

the Asylum & Immigration Act 1996;

the Human Rights Act Nov 1998;

the Employment Equality (Religion or Belief) and (Sexual Orientation) Regulations 2003

Equality Act 2010

**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 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
- traditionally 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.

Equality and diversity are central to the work of Red Lion House. Red Lion House's goal is to work towards a just society free from discrimination, harassment and prejudice. Red Lion House Charity aims to embed this in all its policies, procedures, day-to-day practices and external relationships

Red Lion House will treat all people with dignity and respect, valuing the diversity of all. It will promote equality of opportunity and diversity. It will act against 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 provide a resource for groups working against social exclusion, inequality, discrimination and disadvantage.

## **Aims**

Red Lion House 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.

## **Objectives**

Red Lion House's objective is to realise its standards by:

- marketing the facility to ensure equality and diversity of individuals and groups
- working 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 Red Lion House
- challenging discrimination
- providing fair resource allocation

## **PROCEDURES**

### **Responsibility for Implementation**

This policy covers the behaviour of all people employed or volunteering in Red Lion House or using the services and sets out the way they can expect to be treated in turn by Red Lion House. The overall responsibility for ensuring adherence to and implementation of this policy lies with the Trustees and the Management Committee.

### **Method of Implementation**

Red Lion House intends to implement this policy by:

- ensuring that it is a condition of paid employment in Red Lion House.
- ensuring that Trustees, Management committee, volunteers and users are made aware, understand, agree with, and are willing to implement, this policy.
- keeping a record of events provided by Red Lion House, to ensure that they are accessible to all sections of the population and do not discriminate.

### **Monitoring and Reviewing**

Red Lion House has declared its commitment to establishing, developing, implementing and reviewing a policy of equality and diversity. Effective record keeping, and acting on information gathered, are essential in order to measure effectiveness and plan progress. The management committee will review the policy on a three -yearly cycle.

### **Referring Concerns**

Any concerns about equality or diversity in relation to the services or events at Red Lion House should be referred to the Management Committee.

### **This policy needs to be read in conjunction with:**

Prevention of Bullying and Harassment Policy

Safer Recruitment Policy

Safeguarding Vulnerable Adults Policy

**Agreed by** the Red Lion House Charity

**Date** May 2020

**Review Date** May 2023

**Signed** .....*CDean*.....