



## **EQUALITY & DIVERSITY POLICY**

### **Equality and Diversity Policy Statement**

At Distington Big Local we are committed to supporting and promoting equality, diversity and inclusion. This applies to all employees, Board members, stakeholders, Trustees, Volunteers and third partners. We believe that everyone is entitled to respect, dignity and we are committed to building an environment where everyone is treated in this way.

Distington Big Local is committed to being an inclusive organisation – operating transparently and with integrity and seeking out a diversity of viewpoints, both in the work we do and to our community. Our collectively agreed strategy commits us to working towards a society where no-one is held back by their background or circumstances. Delivering against this commitment means embedding the principles of equality and inclusion in the work we do.

We want to create an environment which is characterised by respect and dignity and free from unlawful discrimination, harassment and bullying.

### **Our aim is to**

- Prevent discrimination, eliminate prejudice, promote inclusion and celebrate diversity
- Be fair in our dealings with all people
- Understand and appreciate the diverse nature of different cultural backgrounds
- Ensure equality, diversity and inclusion is embedded in everything we do.

### **Our commitment is to:**

- Deliver projects, programmes and services that tackle injustice and promote understanding and equality in communities as an integral part of our mission
- Enable those we work with and support to participate in the way we design and develop our services, drawing on personal experience

*Distington Big Local Ltd Equal Opportunities Policy  
Written by Danielle Leigh 28.01.22*

- Help to sustain a vibrant voluntary and community sector by providing platforms for others with greater expertise and sharing resources where this will better serve our mission

**We support this by:**

- Complying with the Equality Act 2010 and adopting inclusive approaches to personal development
- Providing a safe and accessible environment that offers adaptations to those that need them and supports health and wellbeing
- Creating an organisational culture that values and respects the identity and experience of each individual, and ensures the organisation is free from discrimination, harassment and victimisation
- Actively promoting opportunities for participation
- Adopting policies and processes that ensure fair treatment and mitigate against unconscious bias
- Providing access to learning that helps to broaden our experience and understand the challenges faced by others

Distington Big Local is committed to being an Equal Opportunities Organisation, working under current UK legislation which supports and promotes the principles of equal opportunity. It is our policy to ensure that all workers and associated people and organisations receive the same treatment that sit under the protected characteristics which are mainly gender, culture, sexual orientation, marital status, age, race, colour, ethnic or national origin, religious belief, disability or background.

Distington Big Local will take action to remove any unfair discrimination in all its operations and take positive action to promote equal opportunities. Any unfair discrimination or practice within our organisation will be treated seriously and when appropriate as a disciplinary offence.

**All individuals within the company have a duty to:-**

- Comply with this policy to ensure equal opportunities and prevent discrimination.
- Not victimise individuals on the grounds that they have made complaints or provided information on discrimination and report suspected incidents of discriminatory acts or practices

**Failure to do so could lead to disciplinary action.**

Distington Big Local is liable for the actions of its members, volunteers and staff, committed by them during the course of their duties and dealing of the company. Unless the member can provide evidence that they did all that was reasonably practicable to prevent discrimination through the application of this policy.