



Diversity and Equal Opportunities Policy

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Introduction

1 Policy Statement

- a) Safer and Supportive Salisbury's (SaSS) vision is for a society where all people are valued equally, listened to and included. To achieve this, we will:
 - i. Listen to what people in the community want.
 - ii. Work to support people in all parts of their lives.
 - iii. Work with people and groups that want the same things that we do
- b) We believe that our vision and mission can only be achieved if we make full use of the talents and resources of all our contractors and volunteers. We want to be a diverse organisation, where individual differences are recognised and valued and where discriminatory attitudes or practices are challenged.

Diversity means the broad range of visible and non-visible differences that characterise people. Some of these qualities include race, age, colour, first language, ethnic or national origin, religion/community background, political belief, gender, disability, appearance, sexual orientation, age, responsibility for dependants, marital status, HIV status and work styled) In SaSS we believe that everyone should have equal chances in life, no matter what their ability, ethnicity, gender, beliefs or life experiences may be.

- We want to make sure that all services and support are available to everyone and that they are used by people from different communities.
 - We value difference and want to recruit and retain a diverse volunteer base to increase the range of skills and talent in supporting people and in decision making in our community.
- e) In carrying out this Policy, we will:
 - i. Comply with the relevant anti-discrimination legislation and challenge discriminatory practice.
 - ii. Make every effort to attract people from all groups, to work with Safer and Supportive Salisbury, to act as volunteers, to use services we provide and to be members of the Network.
 - iii. All recruitment, whether of contractors or volunteers will be conducted in line with Equal Opportunities best practice.
 - iv. In assessing the impact of SaSS projects, we will monitor for diversity.
 - v. Regularly review our policies to ensure that they do not have an adverse impact on any of the people mentioned in the previous point.
 - vi. Have in place a policy on harassment and bullying.
 - vii. Take seriously and investigate urgently any alleged discrimination or harassment.
 - viii. Ensure that our services are relevant and accessible to all those who use them or want to use them.

- ix. Regularly review and evaluate this Policy.

2 Arrangements for meeting our policy objectives

- a) We will consider the views and needs of contractors, volunteers and the people we support from different backgrounds. We will:
 - Look at how we could communicate more effectively (formally and informally).
 - Encourage the involvement of contractors, volunteers and people we support and members of the Network in planning and decision making.

3 Contractors and volunteering policies

Our policies and procedures are designed to treat individuals solely according to their ability to meet job requirements.

In implementing our volunteering, contracting and training policies we will:

- a) Monitor contracting and volunteering practices to ensure that our procedures are fair and that applicants are considered solely on the basis of merit and ability.
- b) Develop and implement action plans to address any inequalities which become apparent from our monitoring.
- c) Aim to attract and select the best contractors and volunteers from all sections of the community through the application of valid, reliable and fair recruitment and selection methods.
- d) Ensure that all volunteers and contractors know the relevant policies, procedures and standards of expected behaviour.
- e) Ensure that contractors and volunteers are encouraged to achieve their full capacity and potential.
- f) Promote conditions where innovation, teamwork and participation can flourish.
- g) Ensure that SaSS project environments are not intimidating, hostile, degrading, humiliating or offensive.
- h) Where possible, make publications available in other languages, to reflect the UK's multicultural society.

4 Services

- a) We are committed to achieving equality of opportunity in access to our services. We aim to achieve a consistent approach to diversity and equal opportunities in the delivery of all our services. We also expect people working on our behalf to demonstrate their commitment to diversity and equality in the work that they do.
- b) We want to ensure that our services are welcoming to all people with a learning disability, and accessible to people from all communities.
- c) To achieve this we will:
 - i. Work to build close links with all sections of the community in the Salisbury area and actively encourage those groups to benefit from our services.
 - ii. Be aware of our commitment to equal opportunities when appointing contractors/other agencies to work on our behalf or when entering into partnerships.
 - iii. Monitor our procedures and practices to ensure that they are fair.

- iv. Develop and implement action plans to address any inequalities which become apparent from our monitoring.
- v. Ensure that any contractors and volunteers are aware of the needs and sensitivities of the people we support from different groups.
- vi. Ensure that any contractors and volunteers are aware of and implement local measures to promote fair treatment of the people we support.
- vii. Investigate urgently any claim of discrimination or harassment.

5 Arrangements for publicising our policy

We will make available a summary of our Diversity and Equal Opportunities Policy to all through our website.

6 Failure to adhere to the policy

- a) We will do our utmost to protect any contractor, volunteer and the people we support from discriminatory behaviour by any individual or group within the organisation.
- b) Discriminatory behaviour on the part of a contractor or volunteer will be dealt with under the disciplinary procedure.
- c) If we find that non-contracted workers are behaving in a discriminatory manner, we will cease to use their services.
- d) Allegations of discriminatory behaviour by members of the Network or volunteers will be dealt with by the complaints procedure or other appropriate procedure.

7 Responsibilities of all members, contractors and volunteers

All contractors, volunteers and non-contracted workers are expected to support and work within the SaSS Diversity and Equal Opportunities Policy.

The SaSS Trustees will:

- a) Ensure that its work complies with equal opportunities legislation.
- b) Ensure that the policy and its related action plans are implemented, monitored and regularly reviewed.