



BORDERLANDS
from exclusion to
BELONGING

EQUAL OPPORTUNITIES & DIVERSITY POLICY

Version: 6	By: PB, MW & AH	Approved by trustees on:	9 June 2018
Date:	22 Jan 2018	Next review due on:	9 June 2021

1. THE ISSUE

- 1.1** This Policy is not only about Borderlands' legal obligations under the Equality Act 2010, it is also our vision which sees community cohesion, equality and diversity as underpinning everything we do.
- 1.2** Our policies, procedures and activities should promote and foster positive attitudes and relationships and lead to a shared sense of cohesion and belonging.
- 1.3** This will benefit all Members (service users), employees, volunteers and trustees, for example in their participation in activities and services, as well as in their training and personal and professional development.
- 1.4** This will also benefit society as a whole, locally and nationally, by fostering greater social cohesion, mutual understanding and greater participation in community and public life.

2 GENERAL PRINCIPLES

- 2.1** We are committed to combatting direct and indirect discrimination within our organisation and those we work with.
- 2.2** We see people as of equal value, regardless of age, race, ethnicity, colour, creed, nationality, national origin or status, culture, religion or

belief, disability, gender, identity, sexual orientation, marital status or civil partnership, pregnancy or maternity status.

- 2.3** Treating people fairly does not necessarily mean treating them the same. Our policies and practices do not discriminate, but differentiate to take account of life experience, culture and background and of the barriers and disadvantages people may face because of their individual situation.

3 OUTCOMES

- 3.1** Members, staff and volunteers are equally valued and treat one another with respect and fairness.
- 3.2** Those delivering Borderlands policies and activities are consulted and involved in the design of new policies and activities and in the review of existing ones.
- 3.3** Borderlands policies and practices are fair and are updated to remain welcoming and responsive to the changing diversity of our Members
- 3.5** Borderlands recognises and is willing to work with every diverse group, providing high-quality, inclusive services and facilities.
- 3.6** Borderlands always provides opportunities to experience, understand and celebrate each other's cultures and the richness of our diversity.
- 3.7** The culture and ethos Borderlands always reflects and celebrates the diversity of all members of the community, especially recognising the fact that the voices and experiences of many of our Members can be disregarded within mainstream society;
- 3.8** Harassment and discrimination are always challenged and everyone in Borderlands is protected from all forms of harassment, bullying or any form of ill-treatment based in equalities issues;
- 3.9** Borderlands seeks to reflect the diversity of our members in the recruitment of volunteers, paid staff and trustees.

4 PRACTICAL APPLICATION This Policy is implemented by:

4.1 Procedures:

4.1.1 for keeping all activities under review to ensure that they reflect this Policy without simply relying on avoiding discriminatory practices.;

4.1.3 for gathering and using appropriate data to assist us in understanding how we are doing in all areas related to equality issues;

4.1.4 for dealing with any prejudice-related incidents that may occur;

4.1.5 promoting diversity in the recruitment of volunteers, paid staff and trustees.

4.2 Codes of Conduct:

4.2.1 for Members, volunteers, staff and trustees, making it clear that breaches of this Policy will be regarded as misconduct and may lead to disciplinary action.

4.3 Training for volunteers, staff and trustees.

4.5 Guidelines for:

4.5.1 Providing a physically accessible environment;

4.5.2 Providing translations where appropriate

4.5.3 Avoiding unintentionally inappropriate language

4.5.4 Holding meetings at times which enable people to attend

4.5.6 Identifying factors which might limit access for particular groups (e.g. women)

5 REFERENCES

6.1 Equality Act 2010

<https://www.legislation.gov.uk/ukpga/2010/15/contents>

<https://www.gov.uk/guidance/equality-act-2010-guidance>

6.2 Borderlands Anti-Bullying and Anti-Harassment Policy

6.3 Borderlands Grievance Policy

6.4 Borderlands Discipline Policy

6.5 Borderlands Whistle-blowing Policy

6.6 Policy Working Group Terms of Reference