



Dementia-friendly Alton



Equality and Diversity Policy

Introduction

Dementia-friendly Alton is committed to equality in its provision of services and in all its policies and procedures. This includes recruitment, training, access to activities and conditions of voluntary work. It is committed to the creation of a non-discriminatory working environment. This policy applies to all volunteers and group attendees.

Statement of values

Dementia-friendly Alton is committed to social justice and working with those who are most excluded and disadvantaged

Dementia-friendly Alton celebrates our society as diverse in race, culture, faith and other beliefs, sexuality, abilities, gender and age.

Dementia-friendly Alton is committed to challenging disadvantage and inequality, and aims to promote diversity and equality in all areas of its work and structures.

Discrimination

Direct Discrimination is when you treat someone less favourably than others for unlawful means, for example not employing someone because of their gender or disability. Dementia-friendly Alton aims to avoid direct discrimination within its service.

Indirect Discrimination is when a policy, practice or procedure that applies to everyone might disadvantage a particular group, and which cannot be justified in relation to the job. Dementia-friendly Alton will monitor and regularly review its policies, practices and procedures in order to ensure that they do not disadvantage any particular group.

Discrimination by association is direct discrimination against someone because they associate with another person who possesses one of the applicable protected characteristics (age, disability, gender reassignment, sex, race, religion or belief and sexual orientation). It is unlawful and Dementia-friendly Alton aims to avoid discrimination by association.

Perception discrimination is direct discrimination against an individual because others think they possess a particular protected characteristic. It applies even if the person does not possess that characteristic. It is unlawful and Dementia-friendly Alton aims to avoid perception discrimination in relation to age, race, religion or belief, sexual orientation, disability, gender reassignment and sex

Harassment is unwanted conduct that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive working environment. Dementia-friendly Alton aims to avoid such behaviour.



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The Queen's Award
for Voluntary Service

Victimisation is when you treat someone less favourably or discriminate against them because they have pursued or intend to pursue their rights relating to alleged discrimination. Dementia-friendly Alton aims to avoid such behaviour.

Statement of intent

We aim to create a culture that respects and values each others' differences, that promotes dignity, equality and diversity, and that encourages individuals to develop and maximise their true potential.

We aim to remove any barriers, bias or discrimination that prevent individuals or groups from realising their potential and contributing fully to Dementia-friendly Alton's performance and to develop an organisational culture that positively values diversity.

We are committed wherever practicable, to achieving and maintaining a volunteer workforce that broadly reflects the local community in which we operate.

Legislation

You should be aware that whilst an organisation can be held liable in law for acts of discrimination committed by volunteers and service provision, individuals can also be held personally liable in law for acts of discrimination that they commit, contribute to or condone.

You should therefore be aware that the following acts are unlawful and would constitute undesirable behaviour, which may include removal of volunteer status:

- Discriminating in the course of recruitment against fellow or future volunteers.
- Inducing or attempting to induce volunteers to practise unlawful discrimination
- Indulging in verbal or physical, sexual or racial harassment of a nature that is known, or should be known, to be offensive to the victim
- Victimising individuals who have made allegations or complaints of any discrimination or harassment or provided information about such discrimination or harassment

Every volunteer is responsible for ensuring Dementia-friendly Alton's Equality & Diversity Policy is applied to our dealings with our clients and services and should, in addition, be aware that it is unlawful to commit, authorise, contribute to or condone acts of discrimination on the grounds of a protected characteristic (i.e. age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation), in the provision of events and services.

Full details of relevant legislation that can be found in Appendix A

Implementation

All volunteers are responsible for the policy's day-to-day implementation.



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Consultation will take place with all volunteers about the implementation and development of this policy.

Dementia-friendly Alton will collect monitoring information about the implementation of this policy and from this information will produce an action plan detailing how it will promote equality through its work.

To achieve a voluntary workforce that is truly representative of all sections of society selection for employment or promotion or any other benefit will be on the basis of merit and ability only.

We will use our induction, appraisal and learning and development structures to ensure that volunteers have the skills to support good practice on equality and diversity.

We will use the supervision and monitoring process to encourage staff to make suggestions and contribute to the ways in which we promote equality as an organisation and with the users of our services.

We will ensure that venues that we use for meetings, workshops and events are accessible and will make reasonable adjustments where necessary.

We will aim to ensure that our communications are accessible, including our web site.

We will bring this policy to the attention of our volunteers and service users when they join Dementia-friendly Alton and by making use of our communications.

We will monitor the use of our services and make use of this monitoring information when planning future developments.

Review

The Committee will keep this policy under review with input from the volunteers.

Signed.....K Murrell.....

Signed.....Judy AikenDate..... 16 June 2021
Updated 9 June 2022

Date of review... June 2023



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Appendix A

In its employment practices and service provision Dementia-friendly Alton will take full account of the following legislation:

The Equality Act 2010

- Consolidates previous legislation. It is unlawful to treat somebody less favourably than another person because of a protected characteristic i.e. race; age; disability; gender reassignment; religion or belief; sex; sexual orientation; marriage and civil partnership; and pregnancy and maternity
- It is unlawful to discriminate against somebody because they associate with another person on grounds of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation
- It is unlawful to discriminate against somebody because others think they possess one of these protected characteristics: Age, disability, gender reassignment, race, religion or belief, sex, sexual orientation
- It is unlawful to have a rule or policy that applies to everyone but disadvantages people with the following protected characteristics: Age, disability, gender reassignment, race, religion or belief, sex, sexual orientation; marriage and civil partnership
- Employees can complain about behaviour that they find offensive even if it is not directed at them on the basis of the following protected characteristics: Age, disability, gender reassignment, race, religion or belief, sex, sexual orientation
- Employers are potentially liable for harassment of their staff by people they don't employ on the basis of the following protected characteristics: Age, disability, gender reassignment, race, religion or belief, sex, sexual orientation
- It is unlawful to treat somebody badly (victimisation) because they have made or supported a complaint or grievance under the Act (applies to all protected characteristics)