

## Equality and Diversity Policy Statement

Age UK Leicester Shire and Rutland (and associated companies) is committed to the well being of older people and works to make later life a fulfilling and enjoyable experience. We aim to reflect equality and diversity in every aspect of the organisation by making our services inclusive and accessible to older people from all sections of the community and by attracting and retaining a diverse workforce including paid staff and volunteers.

Age UK Leicester Shire and Rutland will not accept unfair discrimination within the organisation's activities. In particular, it will ensure that no one receives less favourable treatment on the grounds of age, disability, ethnic origin, gender, gender reassignment, marital status, political allegiance, race, religion, belief or sexual orientation.

The policy aims to make Age UK Leicester Shire and Rutland a more effective and attractive organisation for all stakeholders including service users and staff. The policy will:

- Promote continuous improvement of practice within the organisation
- Work towards ensuring that other relevant policies are aligned to the promotion of equality and diversity. In particular, the policy will ensure that our recruitment procedures and terms and conditions of employment reflect a commitment to equality and diversity
- Take positive action to ensure the organisation is representative of the communities it seeks to serve
- Encourage applications for paid employment and voluntary opportunities from groups that are under-represented
- Help the organisation to challenge any form of unfair discrimination on behalf of staff, volunteers and service users
- Implement a volunteering code of practice that will promote equality and diversity
- Increase awareness within the organisation of the needs of minority and under-represented groups
- Support the development of services that meet the needs of minority and under-represented groups
- Ensure that our premises and resources are made as accessible as possible to staff, volunteers and service users
- Ensure that recruitment and service provision is monitored and that positive action is taken based upon such information
- Provide training and development activities that enable equality of opportunity and which promote an awareness of equality and diversity
- Make regular reports to the Board of Trustees regarding progress against agreed targets as set out by an annually reviewed Programme of Action.

Age UK Leicester Shire and Rutland (and associated companies) demonstrates its commitment to this policy by adopting a Code of Practice and a Programme of Action. Documents available upon request.

The Code of Practice provides a policy framework within which the organisation's employment practices, service provision and other activities will function.

The Equality and Diversity Policy will be reviewed annually by the Equal Opportunity Sub-Group (or more frequently if required) and will be revised as necessary.

Responsibility for implementing the policy rests firstly with the Board of Trustees who have delegated day to day responsibility to the Equal Opportunity Sub-Group. All members of staff and volunteers will be encouraged to contribute towards the active promotion of the policy.