

EQUALITY AND DIVERSITY POLICY

Why We Have Equality and Diversity Policies

Age UK Waltham Forest Mission promotes the well being of all older adults and works to make later life a fulfilling and enjoyable experience.

Age UK Waltham Forest is an equal opportunities organisation.

We recognise that every person is an individual with different needs, preferences and abilities. We aim to reflect this diversity in everything we do, including making our services inclusive and accessible to older adults from all sections of the community, and attracting and retaining a diverse workforce.

Diversity means difference, variety and multiplicity. It is also an approach to tackle inequality stemming from discrimination based on gender, age, race, colour, nationality, ethnic or national origin, disability, sexual orientation, responsibility for dependents, trade union or political activities, criminal record, religion or other beliefs, health status and other facets of identity. A diversity approach implies not simple toleration but respect for and celebration of how and what we are because of all our differences.

Age UK Waltham Forest aims to treat people fairly, with respect and with dignity. We aim to value differences positively. Age UK Waltham Forest believes that harnessing different life experiences, attributes and contributions will make Age UK Waltham Forest a more effective organisation and a better place to work.

Age UK Waltham Forest is committed to Equality and Diversity. Diversity is valued in all that we do.

Age UK Waltham Forest has and will make equality and diversity a mainstream part of our work. This means making sure that all aspects of what we do such as representations, policies, plans, practices and procedures, reflect and incorporate equality and diversity objectives and targets.

Our Policy Statement is a statement of intent. Our organisation is publicly committed to doing something practical and visible about Equality and Diversity.

Responsibility for promoting, implementing and reviewing our policy rests first with the Board of Trustees who have delegated day-to-day responsibility to the Chief Executive. All trustees, staff, volunteers, contractors and suppliers will be expected to play their part in seeking to ensure that the policy is adhered to in their appropriate areas of responsibility and influence.

Age UK Waltham Forest will continue to work;

- To increase awareness within the organisation of the needs of diverse groups.
- To have a workforce that positively represents the local community.
- To review our recruitment procedures and employment terms and conditions periodically to ensure that they fully implement this policy.
- To periodically examine whether there is a need to encourage recruitment of staff and volunteers from diverse groups.
- To ensure that no member of staff, or volunteers, or the Board of Trustees, or the users of our services suffers any form of discrimination.

- To remove barriers in a number of areas, for example, identifying physical barriers to people with disabilities by undertaking access audits to properties and event venues and to make those adaptations we can to make them more accessible to staff, volunteers, customers and users of our services.
- To examine our services and activities to ensure that they reflect the needs of people facing disadvantage.

We have issued a Good Governance Code of Practice as a guide to trustees, and senior managers.

EQUALITY AND DIVERSITY POLICY STATEMENT

Age UK Waltham Forest is primarily committed to the welfare of older adults and to maintaining their individual dignity and their value to society. The Charity is also committed to policies of Equality and Diversity in service delivery and in employment practices and will not accept discrimination in its work with and for older adults.

The organisation will seek, therefore, to encourage diversity in its management and employment practices and through its relationships with contractors and suppliers, by taking account of the effects of discrimination, and by actively encouraging others to do the same.

Age UK Waltham Forest demonstrates its commitment to these statements by adopting a policy of Equality and Diversity and a programme of action both of which will be reviewed annually and, when necessary, revised.

Diversity welcomes difference. By understanding, respecting and using these differences we can maximise our impact through meeting individual needs and staying in touch with the changing societies in which we work.

Staff and volunteers need to recognise and fulfil their personal role in making Age UK Waltham Forest a genuinely inviting and inclusive organisation.

Age UK Waltham Forest has a commitment to diversity, which is about:

- Recognising and seeking to redress inequality and disadvantage
- Recognising and valuing difference
- Treating all in a fair, open and honest manner
- Recognising the right of service users, carers, volunteers and employees to be treated with dignity and respect

Age UK Waltham Forest is committed to:

- Equality of opportunity
- Tackling discrimination and disadvantage
- Tackling harassment, victimisation and intimidation
- Making its workforce and the organisation as a whole representative of the diverse communities that make up Waltham Forest

Age UK Waltham Forest will not tolerate less favourable treatment on the grounds of gender, age, race, colour, nationality, ethnic or national origin, disability, marital status, sexual orientation, responsibility for dependents, trade union or political activities, criminal record, place of residence, religion or other beliefs, health status or any other reason which cannot be shown to be justified. Age UK Waltham Forest believes that discrimination is wrong and should be actively opposed. Discrimination denies human dignity, a freedom for people to be themselves, and a place in a free society.

Harassment of any kind (specifically in the areas covered by the policy) will be considered a disciplinary offence. Harassment may involve derogatory and discriminatory remarks, ridicule,

unwanted physical contact, demands for favours, or physical assault; staff members, volunteers or anyone connected with the organisation could be liable for dismissal for gross misconduct and any trustee or volunteer found to have breached this policy will be asked to resign. Harassment of any kind is breach of this policy; it could be construed as gross misconduct and would be liable to dismissal if the case is proven.

We will ensure all older people, trustees, volunteers, employees and the public are treated fairly and consistently without discrimination.