



EAST YORKSHIRE PARENT CARER FORUM

Charity number 117499

Equality and Diversity Policy

1. Aims

EYPCF is committed to treating all people equally and with respect irrespective of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation. We aim to create a safe and welcoming atmosphere for everyone.

2. What we will do.

EYPCF will:

- a. Ensure that all policies and procedures reflect their commitment to equality and diversity
- b. Respond constructively to its responsibilities within a charitable/voluntary sector legal framework;
- c. Integrate equal opportunities into its planning process;
- d. Create an ethos of fairness, courtesy and respect that embraces all members of EYPCF.
- e. Encourage the steering group and any relevant working groups to review their composition and to consider how they represent and address issues of diversity within the organization
- f. Create an environment which is safe, accessible, caring and welcoming;
- g. Work constructively with appropriately recognized organizations, to ensure the effective implementation of this policy;
- h. Ensure that all members are treated fairly in respect of the nature of EYPCF objectives, regardless of their:
 - i. Race
 - ii. Colour
 - iii. Nationality
 - iv. Ethnic or national origins
 - v. Sex
 - vi. Gender
 - vii. Marital status
 - viii. Family responsibilities
 - ix. Abilities
 - x. Physical and mental health (including past history)
 - xi. Age

- xii. Sexuality
- xiii. Political or religious beliefs
- xiv. Socio-economic group
- xv. Trade union activity
- xvi. Being an ex-offender¹

- i. Ensure that all staff and volunteers are included on the basis of their abilities and the requirements of the task and are recruited in a non-discriminatory manner;
- j. Ensure fair treatment for:
 - i. All members
 - ii. Everyone who is entitled to use any of EYPCF services and facilities;
- k. Develop opportunities in and approaches to, services that take into account patterns of under-representation with a view to encouraging, where possible, greater diversity within EYPCF activities;
- l. Monitor and review regularly the operation of this policy.

3. Application of the policy

- All trustees, steering group and members are expected to work in ways that respect diversity.
- We will develop marketing and promotion strategies based on a sound understanding of the diverse information needs of our members and the local community.
- We will ensure that publicity material, events and information services are relevant and accessible to all members.
- We will pay particular attention to language, wording, images, content and format
- We will work to ensure our premises and venues are accessible to all our members
- All trustees and steering group members must abide by the EYPCF code of conduct
- No person should be treated less favourable on any of the grounds listed in 2h or on any unreasonable grounds.
- Any person witnessing bullying or harassment to any trustees, steering group member or staff or experiencing it themselves from members or a third party must report it to the co chairs.
- The complaint will be investigated as per the bullying and harassment policy.

4. Related policies

Bullying and harassment policy
 Code of conduct
 Communication Policy
 Comments and complaints

Agreed by the trustees

dated.....

Review date Oct 2020

¹ Certain offences committed will exempt the offender from working with children, young people or vulnerable adults.

