

EQUALITY AND DIVERSITY POLICY - OVERVIEW

Louth Volunteer Centre is committed to taking action to promote equality and to value diversity. We will work to address unfair treatment, discrimination and prejudice within the workplace, in our work with volunteers, organisations and in the wider community and voluntary sector. We recognise that every individual has a right to equal recognition and fair and appropriate treatment and opportunities regardless of their: gender, marital status, family status, sexual orientation, religious belief or lack of religious belief, age, disability, race, colour, nationality or ethnic or national origin or membership of the travelling community. In order to achieve our commitment to equality and diversity, we will:

- Prioritise working with communities and groups whose full participation in society is limited by economic and social disadvantage and/or discrimination.
- Deliver equality and diversity throughout organisational policies, procedures and practice and develop an ethos which respects and values all people.
- Challenge discrimination and lack of opportunity and encourage other individuals to do the same
- Actively promote equality of opportunity.
- Create a culture that respects and values an individual's differences and recognises that difference/diversity is an asset to our organisation.
- Strive to eliminate all forms of unfair discrimination, bullying, harassment or other oppressive behaviour.

- Take positive action to provide encouragement and support to individuals and groups whose progress has been limited by stereotyping and cultural expectations.
- Ensure all team members and collaborative partners are aware and encouraged to support the objectives of this policy.
- Promote good relations amongst people within the organisation and the wider communities within which we work
- Strive to remove barriers which limit or discourage access to the organisation's services.
- Monitor the implementation, set targets for improvement and evaluate the impact of equality and diversity action.

The policy aims to create an environment in which individual differences and the contributions of all staff, interns and volunteers are recognised and valued and to ensure compliance with our legal obligations.