



# EQUALITIES AND DIVERSITY POLICY

HUMAN RESOURCES POLICY



# Equality and Diversity policy purpose

We recognise that to realise the benefits of equality, diversity and inclusion, we need to focus on key objectives:

- Meeting our statutory requirements and going beyond this by taking positive action and building a culture that champions diversity and inclusion.
- Maintaining our representation where we are doing well and improving our representation in areas where we could improve.
- Creating an inclusive culture, that values diversity, in how we treat each other and interact with those that we regulate and come into contact with.
- We want diversity and inclusion to be a natural part of what we do – firmly embedded in our culture.

# Part one: contents

The Equality Act  
Policy statement

Commitment

Aims

Objectives

Why we have this policy?

# THE EQUALITY ACT

The Equality Act 2010 protects people from discrimination in the workplace and in wider society. The following characteristics are protected:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

# POLICY STATEMENT

This policy applies to all Trustees, staff, researchers, volunteers, management committee members, users and the general public.



# COMMITMENT

Equality and diversity are central to the work of Urban Community Projects, where we will treat all people with dignity and respect, valuing the diversity of all. We will promote equality of opportunity and diversity and will eliminate all forms of discrimination on grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation, religion/ belief, irrelevant offending background or any other factor irrelevant to the purpose in view.

Urban Community Projects will tackle social exclusion, inequality, discrimination and disadvantage. For this policy to be successful, it is essential that everyone is committed to and involved in its delivery. Urban Community Projects goal is to work towards a just society free from discrimination, harassment and prejudice. Urban Community Projects aims to embed this in all its policies, procedures, day-to-day practices and external relationships.

# AIMS

Urban Community Projects aims to:

- Provide services that are accessible according to need.
- Promote equality of opportunity and diversity in volunteering, employment and development.
- Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation.
- Create effective partnerships with all parts of our community.

# OBJECTIVES

Urban Community Projects objectives are to realise its standards by:

- Sustaining, regularly evaluating and continually improving its services to ensure equality and diversity principles and best practice are embedded in our performance to meet the needs of individuals and groups.
- Working together with the community to provide accessible and relevant service provision that responds to service users' needs.
- Ensuring staff, volunteers and trustees are representative of the community served and the employment policies are fair and robust.
- Responding to volunteers and employees' needs and encouraging their development to increase their contribution to effective service delivery.



# OBEJECTIVES

Urban Community Projects objectives are to realise its standards by:

- Recognising and valuing the differences and individual contribution that all people make to Urban Community Projects.
- Challenging discrimination
- Providing fair resource allocation
- Being accountable

# WHY WE HAVE THIS POLICY?

Urban Community Projects recognises, respects and values diversity in its Trustees, employees, partners, volunteers and service users.

Urban Community Projects has this policy because it is a people-led organisation, that must always ensure it meets the needs of the community through fair and appropriate employment and development of the people who work and volunteer for Urban Community Projects.

# Part two: procedures

Responsibility for Implementation

Method of Implementation

Monitoring and review

# RESPONSIBILITY FOR IMPLEMENTATION

This policy covers the behaviour of all people employed or volunteering at Urban Community Projects or using our services and sets out the way they can expect to be treated by Urban Community Projects.

The overall responsibility for ensuring adherence to and implementation of this policy lies with the Trustees, CEO, staff and the management

# METHOD OF IMPLEMENTATION

Urban Community Projects intends to implement this policy by:

- Ensuring that it is a condition of paid employment at Urban Community Projects.
- Ensuring that Trustees, Management committee, partners, volunteers and service users are made aware, understand, agree with, and are willing to implement, this policy.
- All staff and volunteers will be given a copy of this policy as part of their induction.
- Actively encouraging Trustees, staff, management committee and volunteers to participate in anti-discriminatory training, and making time and resources available for such training.

# METHOD OF IMPLEMENTATION

Urban Community Projects intends to implement this policy by:

- Monitoring the services, publicity and events provided by Urban Community Projects, to ensure that they are accessible to all sections of the population and do not discriminate, and taking active steps to ensure that participation is representative.

# MONITORING AND REVIEW

This policy was last updated on 29th March 2022 and shall be regularly monitored and reviewed, at least once a year.

SIGNED for and on behalf of Urban Community Projects

Signature:.....

Name:.....

Title:.....

Date:.....

SIGNED employee/volunteer

Signature:.....

Name:.....

Title:.....

Date:.....



# STAY CONNECTED

## BOARD OF TRUSTEES

### MAILING ADDRESS

C/O: Urban Community Projects,  
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