



BUNGAY COMMUNITY SUPPORT EQUALITY DIVERSITY AND INCLUSION POLICY

Contents

Purpose.....	2
Legal Framework.....	2
BCS is committed to the following principles.....	2
The Difference Between Equality and Diversity.....	3
We Will Uphold This Policy by:.....	6

Equal Diversity and Inclusion Policy

Purpose

The purpose of this policy statement is to ensure that no person should suffer or experience less favourable treatment, discrimination or lack of opportunities in their dealings with Bungay Community Support (BCS) on the grounds of gender, race, colour, nationality, ethnic origin, religious or philosophical beliefs, health status, HIV status, age, marital status, parental status, sexual orientation, political beliefs or trade union membership, class, responsibility for dependents, physical attributes, ex-offender status as defined by the Rehabilitation of Offenders Act 1974, lack of formal qualifications where such qualifications are not formally required, or any other grounds which cannot be shown to be justifiable within the context of this policy.

Legal Framework

This policy has been drawn up with reference to the Equal Opportunities and Discrimination (Equality Act 2010) which replaced all previous equality legislation in England, Scotland and Wales – namely the Race Relations Act 1976, the Disability Discrimination Act 1995, the Sex Discrimination Act, the Equal Pay Act, the Employment Equality (Age) Regulations 2006, The Civil Partnership Act 2004, the Employment Equality Regulations 2003 (religions and belief and sexual orientation).

The Equality Act 2010 protected characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Equality Act 2010 harmonises and strengthens and replaces most previous equality legislation. The following legislation is still relevant:

The Human Rights Act 1998.

The Work and Families Act 2006.

Employment Equal Treatment Framework Directive 2000 (as amended).

BCS is committed to the following principles

- We recognise that we live in a society where discrimination still operates to the disadvantage of many groups in society. BCS believes that all persons should have equal rights in recognition of their human dignity, and to have equal opportunities to be educated, to work, to receive services and to participate in society.
- We are committed to the promotion of this policy through the way we manage BCS and provide services to the community. To express this commitment, we develop, promote and maintain policies that will be conducive to the principles of fairness and equality.
- This policy will influence and affect every aspect of activities carried out by BCS and other functions linked to BCS, as determined by the trustees.

- In the provision of services and the recruitment of staff and volunteers, BCS is committed to promoting equal opportunities for everyone. Throughout its activities and services, BCS will treat all people equally.
- For further information see the Disability Quick Start Guide:

EQUALITY ACT 2010: What do I need to know?

<https://assets.publishing.service.gov.uk/media/5a79c79940f0b66d161ae174/disability.pdf>

The Difference Between Equality and Diversity

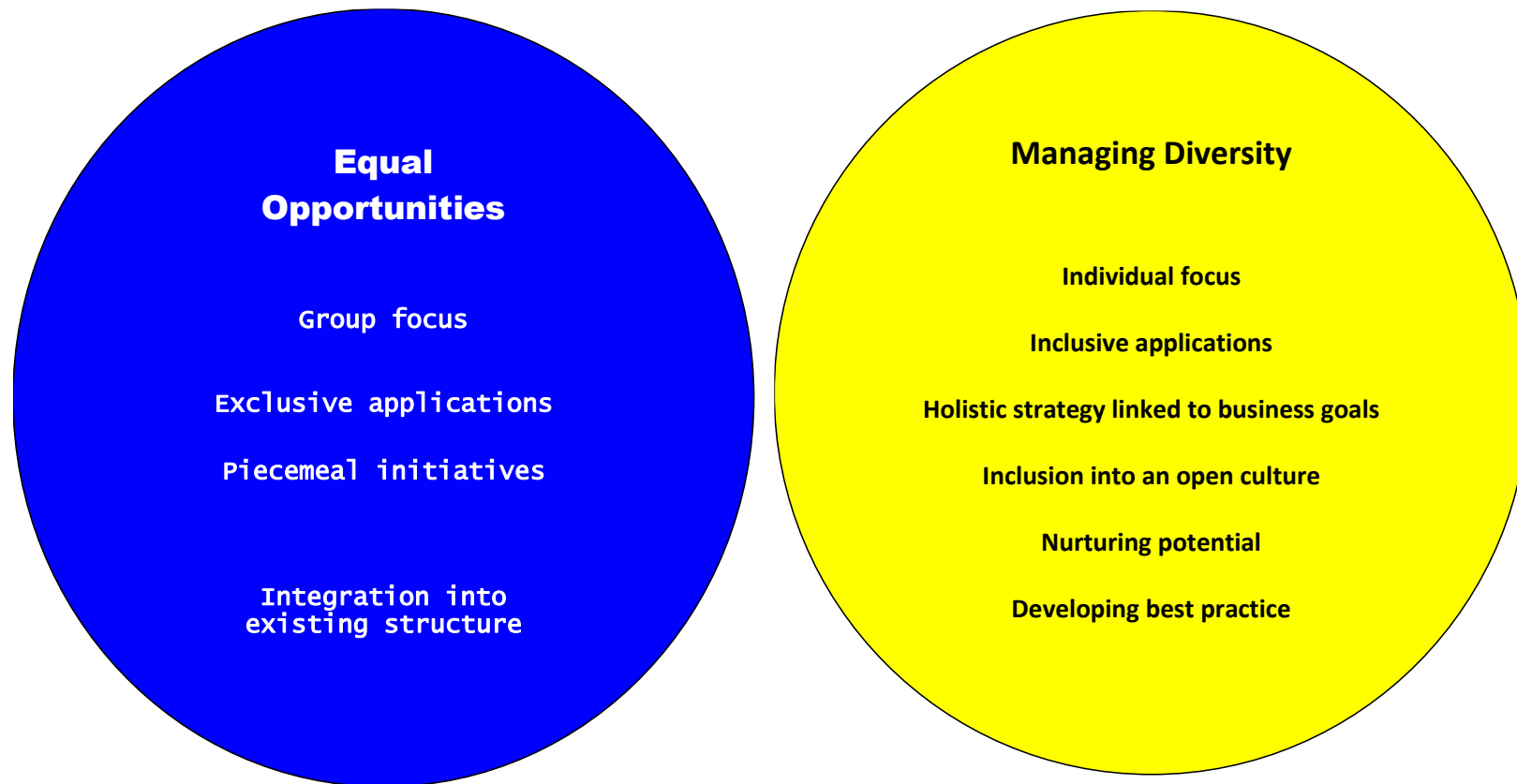
WHAT IS EQUALITY?

Equality or equal opportunities mainly concentrates on removing discriminatory barriers that deny certain groups of people the opportunities that are enjoyed by others. It ensures that an organisation's policies and practices do not result in any individual or group receiving less favourable treatment on the grounds that are not material; namely "race", colour, ethnic or national origin, creed, gender, marital status, religious belief, class, disability or sexuality.

WHAT IS DIVERSITY?

Diversity goes beyond the 'traditional' equal opportunities groups and focuses on actively managing all employees to ensure they maximise their potential. Diversity consists of visible and non-visible differences that will include factors such as sex, age, background, "race", disability, personality and work style. It is founded on the premise that harnessing these differences will create a productive environment in which everybody feels valued, where their talents are being fully utilised and in which organisational goals are met.

The Difference Between Equality and Diversity



We will uphold this policy by:

- Ensuring the Chair has the specific responsibility for the effective implementation of this policy and the Chair is assisted in this role by Trustees, staff and volunteers.
- Communicating the policy to trustees, staff and volunteers and other relevant parties.
- Ensuring that adequate resources are made available to fulfil the objectives of the policy.
- Promoting an expectation that all our trustees and volunteers abide by the policy and help create an inclusive environment which is its' objective. This includes an expectation that all Trustees, staff and volunteers will always conduct themselves in a professional and considerate manner.

All staff, volunteers and trustees of the Charity share the responsibility for ensuring that the Equality Diversity and Inclusion Policy is promoted and implemented fairly and effectively.

The Board of Trustees will review the implementation and effectiveness of the policy annually.

It is the individual responsibility of every member of staff and all volunteers to seek to ensure the practical application of the policy. Acts of direct and indirect discrimination and failure to comply with the provisions of the policy cannot and will not be tolerated and will be investigated. Disciplinary action may then be taken against the individual(s) concerned.

In addition, if any member of staff or volunteer considers that he or she is the subject of, or witnesses, unequal treatment, a complaint may be made through the agreed procedures for dealing with grievances, harassment or whistleblowing.

Anyone who raises a concern or challenges discrimination will be supported. No one will be treated differently because they have sought to promote equality or challenge discrimination.

As a mutual support community group BCS seeks to ensure that it is reflective of the community it serves. It will also seek to support and promote those who are marginalised or under-represented in our community.

This policy statement and procedures were last reviewed and approved by trustees on 6th May 2025.