



## **Equal Opportunities Policy**

This policy applies to all Trustees, staff, volunteers, users and the general public.

### **Aims**

Little Village believes that no child, individual, or family should be excluded from the charity's activities on the grounds of age, gender, health or disability, pregnancy, maternity, sexuality, class, family status, means, ability, colour, ethnic origin, culture, religion, or belief. We aim to ensure that all who wish to work in, or volunteer to help with, our charity should have an equal chance to do so. We aim to create effective partnerships within all parts of our community and provide services that are accessible according to need.

Little Village is committed to:

- Tackling social exclusion, inequality, discrimination and disadvantage
- Ensuring all people are treated with dignity and respect, valuing the diversity of all;
- Promoting equality of opportunity and diversity;
- Delivering services that are accessible, appropriate and delivered fairly to all;
- Working together with the community to provide accessible and relevant service provision that responds to service users' needs;
- The mix of its employees, volunteers and Operating Committees reflects, as far as possible, the broad mix of the population of its local community;
- Encouraging traditionally disadvantaged sections of the community to participate in policy decisions about, and the management of the services provided;
- Providing fair resource allocation

For this policy to be successful, it is essential that everyone is committed to and involved in its delivery. Little Village's goal is to work towards a just society free from discrimination, harassment and prejudice. Little Village aims to embed this in all its policies, procedures, day-to-day practices and external relationships.

### **Responsibility for Implementation**

Overall responsibility for ensuring adherence to and implementation of this policy lies with the Trustees, staff and the Operating Committees.

### **Method of Implementation**

Little Village implements this policy by:

- Ensuring that adherence is a condition of paid employment in Little Village;

- Ensuring that Trustees, Operating Committee members, volunteers and users are made aware, understand, 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, Operating Committee members and volunteers to participate in anti- discriminatory training, and making time and resources available for such training;
- Monitoring the services, publicity and events provided by Little Village, 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, e.g. ensuring written communication is available in relevant languages, the premises is accessible for all.
- Little Village commits to making all reasonable adjustments as established by the Equality Act 2010.
- Continuing to learn and adapt to ensure this policy is upheld. Any person who feels that this policy has not been upheld can make a complaint, which will be dealt with in line with Little Village's Complaints Procedure.

### **Monitoring and Reviewing**

Little Village is committed to establishing, developing, implementing and reviewing a policy of equality of opportunity. Effective record keeping and monitoring, and acting on information gathered, are essential in order to measure effectiveness and plan progress. The trustee board will review the policy annually.

Date: June 2019

Review date: June 2020

Signed: