



# Equality and Diversity Policy

Actively promoting and celebrating equality and diversity is at the heart of everything The Outsiders believe and do.

This policy sets out our principles of equality and diversity and applies to all directors, staff, volunteers and beneficiaries.

Outsiders Community Consultants CIC  
Company Number: 7904099

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# our commitment

Equality and diversity is central to the work of Outsiders Community Consultants CIC (The Outsiders). The Outsiders will treat all people with dignity and respect, valuing the diversity of all communities. We will actively promote equality of opportunity and celebrate diversity. We will eliminate all forms of discrimination on grounds of race, gender, marital status, caring responsibilities, disability, gender identity, age, social class, sexual orientation, religion/belief, offending background (if relevant) or any other factor that could lead to discrimination.

It is essential that all directors and volunteers are committed to this policy and involved in its delivery. The Outsiders' goal is to work towards a just society free from discrimination and prejudice. The Outsiders aim to embed these principles in all our policies, procedures, day-to-day practices and external relationships.

# our aims

- To provide accessible services and activities that promote social inclusion
- To create opportunities for those at risk of social exclusion, prejudice and discrimination to become active community members
- To promote equality of opportunity and diversity in volunteering, employment and personal and community development
- To create effective partnerships with all parts of the community

# our objectives

- Ensuring equality and diversity principles and best practice are embedded in our performance to meet the needs of individuals and groups.
- Working with or alongside the community to provide accessible and relevant service provision that responds to the needs of beneficiaries.
- Ensuring directors, staff and volunteers are representative of the community served.
- Ensuring our employment and volunteer policies are fair and robust.
- Responding to volunteers' and employees' needs and encouraging their development.
- Recognising and valuing the differences and individual contribution that all people make to the work of The Outsiders.
- Actively challenging prejudice, stigma and discrimination through our work.

# why have this policy?

The Outsiders recognises, respects and celebrates the diversity of its employees, volunteers and service users. The Outsiders is a people-led organisation that must always ensure it meets the needs of the community through fair and appropriate development of the people who work and volunteer for The Outsiders or who benefit from its services.

# our responsibility

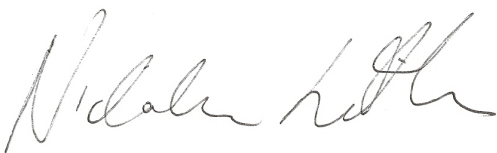
This policy covers all people employed or volunteering with The Outsiders or benefitting from its services and sets out the way they can expect to be treated by The Outsiders. The overall responsibility for implementing and ensuring adherence to this policy lies with directors, staff, and volunteers.

# implementation

- Ensuring that all directors, employees, volunteers and service users are made aware of this policy, understand its contents, agree with its principles, and are willing to implement it. All staff and volunteers will be given a copy of this policy as part of their induction.
- Actively encouraging all directors and employees to participate in equality and diversity and anti-discriminatory training, and making time and resources available for such training.
- Continually monitoring the services, publicity and events provided by The Outsiders to ensure that they are accessible to all sections of the community and do not discriminate.
- Taking active steps to ensure that services, publicity and events are representative of the community.
- Taking reasonable steps to provide our policies and other relevant information in alternative formats.

# monitoring and reviewing

The Outsiders has declared its commitment 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 Directors will review the policy annually.



***Policy adopted by Outsiders Community Consultants on: 28/06/2014***

***Next review date: June 2015***