



THE PARKS
Community Association

TPCA Equality & Diversity Policy

January 2018

TABLE OF CONTENTS

1. General Statement of Policy
2. The Policy
3. Monitoring and Review

PART ONE

General Statement of Policy

The Parks Community Association (TPCA) is committed to ensuring that all sections of the community have equal access to its services and facilities, and that TPCA is a welcoming and inclusive environment for all.

TPCA values, respects and celebrates the diversity of its trustees, volunteers and users of the Community Centre, and works to ensure that no-one is disadvantaged because of their race, culture, religion, gender, sexuality, age, disability, family or economic circumstances.

TPCA aims to ensure that each service user is treated with equal care and concern according to their individual needs. TPCA actively promotes equality and diversity awareness and anti-discriminatory practice within its volunteers, trustees, service users and stakeholders.

TPCA particularly supports and encourages projects and activities that target vulnerable members of the community.

TPCA works to identify new and changing needs in the local area to ensure the provision meets local needs for children and young people, adults and the elderly, and for able and disabled users.

The Community Centre is promoted in a range of ways that reflect the diversity of the community in which the centre is based.

Recruitment and selection procedures are fair and transparent and ensure equality of opportunity, and all volunteers will be treated with respect and in a fair and consistent manner. Equally, all volunteers and trustees have a personal responsibility to commit to anti-discriminatory practice.

TPCA recognises the need to review its practice in this area on a regular basis to ensure no unintentional discrimination takes place, and to ensure equality of access for all those who live in the local community or use the services or facilities of the centre from a wider area.

PART TWO

The Policy

This document sets out TPCAs equalities and diversity policy, our commitment to promoting equalities for all people and valuing positive attitudes towards diversity in all that we do. We believe that it is right to challenge any form of unfair discrimination against any individual or group from any section of our community.

1. The Equality Act 2010

Under the Equality Act 2010, the following are protected characteristics—

The Act applies to all organisations that provide a service to the public, or a section of the public (service providers). It also applies to anyone who sells goods or provides facilities. For example, it will cover community centres, information and advice agencies, charity shops, sports clubs, internet-based services, and residential care homes and day care centres. It applies to all your services, whether or not a charge is made for them. It also applies to private clubs and other associations with 25 or more members.

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

Promoting equality, embracing diversity and ensuring full inclusion for people who use our services is therefore central to our vision and values as a community association. We know that promoting equal opportunities, preventing discrimination and valuing diversity are fundamental to building strong communities.

We are committed to addressing and removing policies, processes and procedures, practices and behaviours within TPCA that support discrimination or fail to promote equality.

2. Statement of Intent

- TPCA recognises that in our society power is not held equally and that groups and individuals have been and continue to be discriminated against on many grounds, including race, gender, age, disability, sexual orientation, class, religion, and marital status.

- TPCA also recognises that where direct or indirect discrimination occurs it is both morally and legally unacceptable, and is in direct contradiction of TPCA's constitutional commitment to provide facilities and activities for the whole community.
- The purpose of the Equalities and Diversity Policy is to set out clearly and fully the positive action the TPCA intends to take to combat direct and indirect discrimination in the management of the organisation, and the services and facilities it provides to community organisations and in its relationships with other bodies and individuals.
- In adopting this Policy and Commitment, TPCA is also making an unequivocal commitment to implementing it, with the aim of ensuring that equality of opportunity becomes a reality.
- TPCA also commits to encouraging groups using the community centre to adopt an equalities and diversity policy and to support and assist them in the process.

3. Code of Conduct

- We aim to treat all people with dignity and respect regardless of age, disability, gender, race, religion or belief or sexual orientation.
- We aim at all times to value and respect people's feelings.
- We aim to be an organisation that has inclusive recruitment and retention practices for trustees and volunteers.

4. Our Priorities

- We aim to create an association that is inclusive and promotes diversity and equality throughout its activities and organisation.
- We aim to create attitudes and a culture within TPCA that encourages all members to challenge any language, attitude or action that may cause offence or discrimination, or that is derogatory, racist or sexist.
- We will challenge any harassment, abuse or intimidation of any person. Any such incident will be taken seriously and if the individual does not accept that the challenge is valid and recognises it was wrong, and apologise, then that person will be suspended from using the facilities of TPCA until such time as he or she can appear before the Committee. If the incident involves a volunteer, disciplinary action will be taken in accordance with the procedures outlined in appropriate policies.

5. To support this code of conduct:

- We will provide information about training directly or indirectly for trustees and volunteers to enable them to be confident in challenging bad or inappropriate practice and recognising the benefits of promoting diversity and equality in all situations where appropriate.
- We will ensure that those responsible for recruiting volunteers are fully aware of good recruitment practice, seeking to positively promote diversity and equality, including appropriate advertising of vacancies, monitoring the diversity of applicants, taking up references.
- We will seek to increase the information we provide about accessibility for people who use our services.
- We will seek to maximise opportunities to listen to and learn from the experiences of people who use our services.
- We are agreed that the process for challenging discriminatory comments and behaviour will be the same as for reporting other concerns and complaints. Concerns should be raised with the Chair of Trustees who will investigate and if necessary bring the matter to the attention of the full committee.

6. Action Plan

- Display the TPCA Equal Opportunities statement in a prominent position.
- Make available a copy of the policy to every group and organisation using the centre by providing printed and electronic copies.
- Find positive images of the diversity of life at the community centre and display them on our publicity, website and digital notice board.
- Undertake an audit at regular intervals to ensure that the building remains as accessible as possible for Centre users – having no unnecessary obstructions, clear signing, and a general positive approach from Committee members and volunteers.
- Undertake to seek views from the community and users regarding the accessibility of the Centre and where possible address the issues.

PART THREE

Monitoring and review

The trustees are responsible for monitoring the impact of the policy. In common with all TPCA policies, the Equality and diversity policy is subject to regular review.

This policy was approved and agreed by the Committee on the date shown below.

Signed:

Name (please print):

Position (as a representative of TPCA):

Date: