



Building a Better Christchurch Together



EQUALITY AND DIVERSITY POLICY

Introduction

This Equality & Diversity policy has been developed by Christchurch Community Partnership (CCP) to ensure that it demonstrates good practice in equalities and diversity in all aspects of operation.

CCP recognises its requirements under the Equality Act 2010. The Partnership is committed to ensuring that no discrimination exists around the protected characteristics – disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation.

This Policy covers CCP employees, volunteers, service users and Trustees.

Statement

CCP Values: All work undertaken by CCP – including its projects and delivery of services and events - should share the values of CCP:

CCP is enabling: we support people to be involved in their community.

CCP is inclusive: we work together; we involve and we consult.

CCP is respectful: we treat others as they would want to be treated.

Objectives

CCP has created a number of objectives that outline how it will bring its values to life. CCP aims to:

- **Recognize, reflect and celebrate** the diversity of the local community.
- **Eliminate discrimination** and harassment, and tackle inequality within any field of operation.
- **Provide services which are fully accessible and inclusive;** including ways in which volunteers and service users can feel part of the design and development of services.
- **Explore new ideas and best practice** around equality and diversity.

As volunteers are the driving force of CCP's work, there are explicit volunteer objectives:

- Volunteers should reflect the diversity of the local population.
- Volunteers will be expected to comply with the Equality and Diversity policy – and encouraged to model good practice in all areas of their work.

Responsibility

In order to ensure that the issues of diversity and equality remain a priority within the organisation, a Partnership Trustee undertakes the role of 'Diversity Champion'. In consultation with the Board of Trustees, the Diversity Champion will review this policy annually and hold overall responsibility for the delivery of the CCP Diversity and Equality Action Plan (see 2013-2014 Action Plan).

Raising Concerns

If anyone – both involved with or external to CCP - believes that CCP is falling short of its commitment to diversity and equality they should log their concerns in writing with the Diversity Champion. The Diversity Champion, in conjunction with the Chair, will co-ordinate a written response.

A full version of the 'Complaints policy' is available in the CCP Volunteer Handbook.



Reverend Sandra Prudom
Chair – Christchurch Community Partnership
22 Jan 13

Date of Policy: Jan 2013

Date of next review: Jan 2014