



EQUALITY POLICY

- Vista Wellbeing recognises that discrimination and victimisation is unacceptable and that it is in the interests of the Organisation and its volunteers to utilise the skills of everyone. It is the aim of the Organisation to ensure that no person or volunteer receives less favourable facilities or treatment (either directly or indirectly) on grounds of age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex, or sexual orientation (the **protected characteristics**).
- Our aim is that our group will be truly representative of all sections of society and each person feels respected and able to participate.
- We oppose all forms of unlawful and unfair discrimination or victimisation. To that end the purpose of this policy is to provide equality and fairness for all in our Organisation.
- Our participants will not discriminate directly or indirectly, or harass others because of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation in the activities of the Organisation.
- This policy and the associated arrangements shall operate in accordance with statutory requirements. In addition, full account will be taken of any guidance or Codes of Practice issued by the Equality and Human Rights Commission, any Government Departments, and any other statutory bodies.

OUR COMMITMENT

- To create an environment in which individual differences and the contributions of all our participants are recognised and valued.
- Every person is entitled to an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- To promote equality in the Organisation.
- We will review all our practices and procedures to ensure fairness.
- Breaches of our equality policy will be regarded as unacceptable.
- This policy is fully supported by the Directors.
- The policy will be monitored and reviewed regularly.

RESPONSIBILITIES OF THE DIRECTORS

Responsibility for ensuring the effective implementation and operation of the arrangements will rest with the Committee. The Committee will ensure that they and others act within this policy, and that all reasonable and practical steps are taken to avoid discrimination. The Committee will ensure that:

- all are aware of the policy and the reasons for the policy;
- grievances concerning discrimination are dealt with properly, fairly and as quickly as possible;
- proper records are maintained.

The Committee will be responsible for monitoring the operation of the policy.

RESPONSIBILITIES OF PARTICIPANTS

Responsibility for ensuring that there is no unlawful discrimination rests with all participants and the attitudes of everyone are crucial to the successful operation of fair practices. In particular, all participants should:

- comply with the policy and arrangements;
- not discriminate in their activities with PFND or induce others to do so;
- not victimise, harass or intimidate others who have, or are perceived to have one of the protected characteristics.
- ensure no individual is discriminated against or harassed because of their association with another individual who has a protected characteristic.
- inform the Committee if they become aware of any discriminatory practice.

RELATED POLICIES AND ARRANGEMENTS

All policies and arrangements have a bearing on equality of opportunity. The Organisation policies will be reviewed regularly and any identified discriminatory elements removed.

RIGHTS OF DISABLED PEOPLE

The Organisation attaches particular importance to the needs of disabled people.

Under the terms of this policy, the Committee is required to:

- make reasonable adjustment to maintain the services of a person who becomes disabled, for example, provision of special equipment.
- give full and proper consideration to disabled people who volunteer, having regard to making reasonable adjustments for their particular aptitudes and abilities to allow them to be able to take part.

MONITORING

The Committee deems it appropriate to state its intention not to discriminate and assumes that this will be translated into practice consistently across the organisation as a whole. Accordingly, a monitoring system will be introduced to measure the effectiveness of the policy and arrangements.

Where appropriate **equality impact assessments** will be carried out to ascertain the effect of the Organisation policies on those who experience them.

GRIEVANCES/DISCIPLINE

Participants have a right to pursue a complaint concerning discrimination or victimisation via the Committee.

Discrimination and victimisation will be treated as disciplinary offences and they will be dealt with under the Articles of Association of Vista Wellbeing CIC.

REVIEW

The effectiveness of this policy and associated arrangements will be reviewed annually under the direct supervision of the Committee.