

YELVERTON COMMUNITY PROJECTS

Equality and Diversity Policy

Yelverton Community Projects is committed to promoting equality and diversity and to ensuring so far as is reasonably practical that there is equal access to people from different backgrounds, both in terms of those who use its services and those who volunteer to provide those services. It sets out to be an organisation which respects and values diversity where it exists.

It will have due regard to eliminating discrimination on the basis of any of the protected characteristics defined by the Equality Act (2010). These are age, disability, gender reassignment, pregnancy and maternity, race (including ethnic or national origins, colour or nationality), religion or belief (including lack of belief), sex, sexual orientation and marital or civil partnership status. It will have due regard to promoting equality of opportunity by minimising disadvantage suffered by people because of their protected characteristics, aiming to meet their needs and encouraging participation by people in that position.

It will aim to foster good relations between those users and volunteers who share a protected characteristic and those who do not by tackling any examples of prejudice and promoting understanding.

In terms of practical steps to achieve these aims, it is recognised that there will be some measures that are not reasonably practical. As an example, the cars of volunteers who provide YelverCare's services are not equipped to carry wheelchairs and it will be necessary to steer any wheelchair users who require help towards other services. Moreover, the need to ensure that volunteer drivers remain fully fit to drive means that it is considered necessary to specify a maximum age limit. Steps taken to implement this policy should be proportionate to Yelverton Community Projects' status as a charity that operates wholly through the contribution of volunteers. It is not a public body and does not have the same legal responsibility as public bodies do under the Equality Act. However, decision makers within the charity are encouraged to take this policy into account so far as is reasonably practical within their decision making.

Further guidance is available at www.gov.uk/guidance/equality-act-2010-guidance.

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