

Sound and Song CIC

Equality, Inclusion and Diversity

Overview

Sound and Song CIC accepts that in society certain groups or individuals are denied equality on the grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation and religion/belief or any other factor irrelevant to the purpose in view.

Sound and Song CIC welcomes the statutory requirements laid down in the Equalities Act 2010;

<https://www.legislation.gov.uk/ukpga/2010/15/contents>

<https://www.equalityhumanrights.com/en/advice-and-guidance/your-rights-under-equality-act-2010>

<https://www.equalityhumanrights.com/en/publication-download/equal-pay-statutory-code-practice>

Note: the Equalities Act replaced the Sex Discrimination Act 1975 and the Race Relations Act 1976 and supplements the Equal Pay Act 1970 <https://www.legislation.gov.uk/ukpga/1970/41/enacted>

and is committed to complying with the Equalities Act 2010 with such other Acts and statutory requirements furthering equality of opportunity for all as also apply to its charitable activities.

Sound and Song CIC recognises that it has moral and social responsibilities that go beyond the provisions of the above-mentioned Acts and Regulations, and that it should support and contribute to the wider process of change through all aspects of its work and practices in order to eliminate discrimination and promote equality and diversity.

Sound and Song CIC is committed to taking positive steps to ensure that:

all people are treated with dignity and respect, valuing the diversity of all;

- equality of opportunity and diversity is promoted;
- services are accessible, appropriate and delivered fairly to all;
- the mix of its employees, volunteers and management committees reflects, as far as possible, the broad mix of the population of its local community;
- traditionally disadvantaged sections of the community are encouraged to participate in policy decisions about, and the management of the services provided.

Policy

This policy applies to all Directors, staff, volunteers, users and the general public.

Commitment

Equality and diversity are central to the work of Sound and Song CIC.

The CIC will treat all people with dignity and respect, valuing the diversity of all. It will promote equality of opportunity and diversity. It will eliminate all forms of discrimination on grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation, religion/ belief, irrelevant offending background or any other factor irrelevant to the purpose in view.

It will tackle social exclusion, inequality, discrimination and disadvantage.

For this policy to be successful, it is essential that everyone is committed to and involved in its delivery. The CIC's goal is to work towards a just society free from discrimination, harassment and prejudice. The CIC aims to embed this in all its policies, procedures, day-to-day practices and external relationships.

Aims

The Charity aims to:

- Provide services that are accessible according to need;
- Promote equality of opportunity and diversity in volunteering, employment and development;
- Create effective partnerships with all parts of our community.

Objectives

The Charity's objective is to realise its standards by:

- Sustaining, regularly evaluating and continually improving its services to ensure equality and diversity principles and best practice are embedded in our performance to meet the needs of individuals and groups;
- Working together with the community to provide accessible and relevant service provision that responds to service users' needs;
- Ensuring staff, volunteers and directors are representative of the community served and the employment policies are fair and robust;
- Responding to volunteer's & employees' needs and encouraging their development to increase their contribution to effective service delivery;

- Recognising and valuing the differences and individual contribution that all people make to The CIC;
- Challenging discrimination;
- Providing fair resource allocation;
- Being accountable.

PROCEDURES

Responsibility for Implementation

This policy covers the behaviour of all people employed or volunteering in The CIC or using its services and sets out the way they can expect to be treated in turn by The CIC. The overall responsibility for ensuring adherence to and implementation of this policy lies with the Directors.

Monitoring and Reviewing

The Charity 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 management committee will review the policy annually.

Change Record

Date of Change:	Changed By:	Comments:
12/12/22	XX	Policy adopted by directors