

## **North Devon Pathfinder Trust**

### **Equal Opportunities Policy 2009**

North Devon Pathfinder Trust is committed to a service which ensures equality of opportunity and access for all. As both a service provider and an employer we will ensure that we treat people equally, irrespective of background, race, gender, religion, ability or disability, age, or sexual orientation. We will engage with people to ensure the service is relevant and meets their needs. We will empower people to recognise and counter discrimination, and be supported in doing so.

#### **Policy implementation**

We will ensure equality of opportunity and access through compliance with anti-discriminatory legislation and through:

- an active commitment to equal opportunities within the organisation;
- ensuring services offered are consistent with, and promote, equal opportunities;
- measuring progress in promotion of equal opportunities and in countering bias and stereotyping;
- developing joint equal opportunities strategies with external organisations;
- ensuring equal opportunities and the promotion of diversity is central to our human resources strategy.

This is under-pinned by our aims to:

- raise participation and achievement levels of all people, focusing particularly on those in the local community;
- involve the community in all that we do; and
- make the system work effectively for people through their eyes.

**Commitment to equal opportunities within the organisation will be gained through:**

- promotion of equal opportunities;
- an understanding of the needs of local people as highlighted by needs assessment;
- training at all levels of the organisation, including those at senior management level.

#### **Work with other organisations**

- We will work with other organisations to develop strategies which promote equal opportunities and challenge stereotyping and discrimination through:
- working with partners to improve provision and services;

- identification of local, regional and national organisations which can provide specialist advice and support;
- working with partners to overcome barriers for targeted groups;
- joint training with partners on issues around equality of opportunity, diversity and anti-discriminatory practice;
- contribution to other organisations' strategic approaches to equal opportunities;
- identification of joint targets and action through partnership agreements;
- enhancement of the contribution of voluntary and community organisations to working with marginalised people through joint objectives and projects, and links to personal advisers;
- organisation of, and contribution to, specific events, campaigns, and projects aimed at promoting equality of opportunity, diversity and anti-discriminatory practice.

### **Human resources**

We will ensure equal opportunities and the promotion of diversity and flexibility within the organisation through:

- human resources procedures which ensure consistent standards are understood and implemented throughout the organisation, in line with equal opportunities and other employment legislation;
- a system for recording, analysing and regularly reporting on data on current employees and job applicants, particularly with regard to race, disability and gender;
- taking positive action to encourage applicants from under-represented groups, in order to develop a more diverse work force ;
- a staff development and training plan which encourages and develops all staff in their career progression, and develops awareness of equal opportunities issues, enabling staff to understand their responsibilities and develop anti-discriminatory practice;
- a fairness at work procedure which recognises that all employees have a right to be treated with dignity and respect, in order to realise their potential and to achieve the organisation's objectives;
- the sharing of good practice with partners and other organisations on a local, regional and national basis.

Copies of this Policy will be displayed in all centres and be included in all client induction sessions.

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