

Final Draft of Equality and Diversity Policy

1 The Organisation

Winchester & District Scope

2 Statement of Values

W&D Scope opposes discrimination of all forms, whether or not barred by legislation, and seeks to ensure that equality of opportunity and recognition of the value of diversity are reflected in all its activities.

3 Equality and Diversity Policy

- 3.1 This policy aims to ensure that W&D Scope creates equal opportunities for all members and potential members of W&D Scope, its Executive Committee and volunteers, users of its services and organisations with which it works. No one should be disadvantaged on grounds of Age, Disability, Ethnicity, Faith, Gender Reassignment, Marriage & Civil Partnership, Maternity & Pregnancy, Sex (gender) or Sexual Orientation. Its success will depend on everyone having a full understanding of equal opportunities and co-operating in the Policy's implementation.
- 3.2 W&D Scope acknowledges the diverse range of people in the Winchester District and will take steps to ensure that this diversity is reflected in the following ways:
- a. **W&D Scope's Executive Committee:** will seek to ensure that the members of the Executive Committee reflect the diversity of the district's population and the wide range of agencies who work in the voluntary sector.
 - b. **Volunteers** W&D Scope believes that volunteering should be accessible to all. All volunteers working with W&D Scope will be expected to adhere to the Equality and Diversity Policy and support its implementation programme for new volunteers.
 - e. **Organisations** All organisations with which W&D Scope works are expected to have an equal opportunities and diversity policy. W&D Scope will undertake to help organisations understand the importance of equal opportunities as part of good practice. W&D Scope's Equality and Diversity Policy will be available on request to other organisations in the district.
 - f. **Members** W&D Scope will ensure that all members have equal access to the benefits of membership and that none is prevented from becoming a member as a result of discrimination on W&D Scope's part. Membership of W&D Scope requires a commitment to oppose discrimination and value diversity.

g Users

- We would not discriminate against any applicants seeking funding.
- We would endeavour to support families who may be experiencing discrimination.
- Copies of W&D Scope's Equality and Diversity Policy will be available on request to everyone using their services and placed on our website..

4. **Publicity** W&D Scope will endeavour to provide information on its services to the whole of the local community and will work towards making its communications accessible to all.

5 **Monitoring and Evaluation**

The Equality & Diversity Policy will be reviewed annually in order to evaluate its effectiveness and to ensure it complies with current legislation. If the data gives rise to concern, the procedures will be reviewed.

To be approved at the Executive Committee Meeting on 26.4.12