

Equality, Diversity and Inclusion Policy

HCCN Equality, Diversity and Inclusion Policy

1. Introduction

This Equality, Diversity and Inclusion policy applies to all trustees, volunteers and contractors of HCCN the Charity.

2. Commitment

We are committed to creating an organisation that recognises and truly values individual differences and identities. We value diversity and are committed to creating an inclusive culture where everyone is able to be themselves and to reach their full potential.

Equality is about treating people fairly and providing people with equal opportunities; recognising the persistent disadvantages faced by certain groups and ensuring people are not treated differently or discriminated against because of their characteristics.

Diversity means all the ways we differ and recognising the value of our differences. Diversity is about empowering people by respecting, appreciating and truly valuing what makes them different.

Inclusion means creating a culture where differences are valued. Inclusion is about positively striving to meet the needs of different people and taking deliberate action to create environments where everyone feels respected and able to achieve their full potential. Inclusion is a sense of belonging: feeling respected, valued for who you are; feeling a level of support and commitment from others so that you can do your best.

3. Code of Conduct

The purpose of the HCCN Equality, Diversity and Inclusion Policy is to set out clearly and fully the positive action we intend to take to combat direct and indirect discrimination in the charity, in the activities we provide and in our relationships with other bodies, for example the NHS.

We will act to ensure that our activities and events are open and welcoming to everybody entitled to access them. We aim to help people who use our activities and events to experience an atmosphere of friendship, respect and care for each other.

Individuals will be treated with dignity and respect regardless of age, disability, race, nationality, religion/belief, gender, sexual orientation, marriage/civil partnership, pregnancy or maternity.

At all times people's feelings will be valued and respected. Language that people might find offensive will not be tolerated.

Incidents of bullying or harassment will be taken seriously. Where direct or indirect discrimination occurs within HCCN activities, it is both morally and legally unacceptable.

4. Objectives

HCCN's objective is to realise these standards by:

- Sustaining, regularly evaluating and continually improving our activities and events to ensure equality, diversity and inclusion principles and best practice are embedded in our performance to meet the needs of individuals and groups
- Making volunteer opportunities and service user programmes available to a range of people
- Responding to volunteer's needs and encouraging their development to increase their contribution to effective service delivery
- Responding to service users' needs and encouraging their involvement in our activities and events
- Recognising and valuing the differences and individual contribution that all people make to HCCN
- Challenging discrimination
- Providing fair resource allocation
- Being accountable

5. Accessibility

We aim where possible to make our meetings, activities and events accessible to people with disabilities.

All our activities and events will be held in venues that are accessible to wheelchair users. When there are more than 40 people at an event, we aim to use a PA system and/or a hearing loop if available.

6. Inclusion and respect

Every person should be made to feel equally welcome and included at all HCCN activities and events.

Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment, and have no place in HCCN.

7. Dealing with discrimination and harassment

The trustees will take complaints of discrimination, bullying and harassment very seriously and as such all complaints of this nature must be placed in writing to the board of trustees.

We will investigate thoroughly, and provide opportunities for the person making the complaint to speak in a safe environment about their experience.

If the complaint is against an individual, the trustees will hear all points of view and may seek the opinion of others involved as necessary. The trustees will decide the action to take based on the principle of ensuring the continued inclusion and safety of any individual who has experienced discrimination, bullying or harassment.

If the complaint is against the Charity as a whole, the trustees will work to ensure that such discrimination is not repeated in the future and will inform the volunteers and users of how we propose to do this.

8. Method of Implementation

HCCN is implementing this policy by:

- Ensuring that trustees, volunteers and contractors are made aware of, understand, agree with, and are willing to implement this policy. All volunteers and contractors are given a copy of this policy as part of their induction.
- Actively encouraging trustees, volunteers and contractors to participate in anti-discriminatory training and making time and resources available for such training. To be planned.
- Monitoring the services, publicity and events provided by HCCN to ensure that they are widely accessible and do not discriminate. Underway.

VERSION HISTORY			
Revision	Date	Changes	Review date
1.1	03/07/2017	Creation	28/01/2021
2.0	12/02/2021	Review of first version; formatting changes; addition of 'Diversity' in title. Clarification of terms. Inclusion of contractors in scope.	

