

Document Title	Equality and Diversity Policy
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## **Equality and Diversity Policy**

The Community Centre @ Christ Church believes that our actions are as important as our intentions. We will use this policy actively to promote the real and meaningful application of our Equality and Diversity policy. It is subject to ongoing review and amendment.

### **1. Implementation**

The Community Centre Development Manager is responsible for the implementation and monitoring of the Equality and Diversity policy. A current copy of the policy will be available for reference at the Community Centre @ Christ Church (and via our website). Induction for trustees, volunteers and new staff will include a briefing on the Equality and Diversity policy. All trustees, volunteers, and staff will affirm their commitment to the Equality and Diversity policy.

### **2. Monitoring**

The Community Centre @ Christ Church will develop a profile of the local community. This, together with feedback and local consultation, will inform reviews of services and activities. The Community Centre @ Christ Church may take positive action, including subsidised hire rates where appropriate, to provide services and opportunities that attract people from sections of our community currently under-using the Centre or otherwise under-represented in local activities. The Community Centre Development Manager will monitor the impact of any changes.

### **3. Training and development**

The Training and Development policy is used to ensure all staff, volunteers and trustees have access to opportunities to enable them to develop in line with our aims

and objectives. The Equality and Diversity policy will underpin individual decisions about appropriate learning and development opportunities.

#### **4. Service provision**

On-going monitoring of The Community Centre @ Christ Church activities, including feedback from users and other local consultation, will help us ensure this policy is applied in our day-to-day practice. Conditions of hire and the code of conduct displayed in the Community Centre inform individuals and groups of our commitment to equalities. Advice on legibility has been sought and the Community Centre @ Christ Church has adopted standards for our printed material. We will endeavour to ensure that the Community Centre @ Christ Church documentation is available in other formats where requested. The Community Centre Development Manager will continue to work in partnership with the Advisory Group and PCC of Christ Church and St Mary's to progress work on disability access at the Community Centre. The Community Centre @ Christ Church will promote equality and diversity in its work with others.

#### **5. Community Events**

Community events are an opportunity to celebrate our differences. The Community Centre @ Christ Church will aim to hold a variety of community events at low or no cost to attendees. The Community Centre Development Manager will aim to develop a programme that attracts the range of people living and working in the Old Town area. Events will be planned with an awareness of our commitment to equality and diversity. Whenever the Community Centre @ Christ Church works in partnership with other groups and organisations, it will promote equality and diversity.

#### **6. Recruitment and selection**

The Community Centre Development Manager is responsible for monitoring appointments to ensure no discrimination is occurring at any point in the selection process. The Community Centre Development Manager is responsible for reviewing terms and conditions of employment to ensure no indirect discrimination is occurring.

#### **7. Community Centre @ Christ Church Advisory Group**

The Advisory Group aims to reflect a fair balance and representation of the local community. The group may take positive action, including co-option, to redress any imbalance of underrepresented groups in the Group's membership.

#### **8. Monitoring and review**

The Community Centre Development Manager is responsible for monitoring the impact of the strategy. In common with all Community Centre @ Christ Church policies, the Equality and Diversity Policy is subject to regular review