



PEOPLE, PLACE AND PARTICIPATION EQUALITY AND DIVERSITY POLICY

DATE FOR RENEWAL: SEPTEMBER 2020

DATE: SEPTEMBER 2018

APPROVED BY: PP&P TRUSTEES

APPLICABLE TO: ALL STAFF AND TRUSTEES

Introduction

PP&P believes that equality of opportunity and freedom from discrimination are fundamental rights of all people. We recognise that discrimination, prejudice and disadvantage exist in society and acknowledge that we have a duty to address these issues whenever possible.

PP&P is committed to promoting equality and valuing diversity by providing services that are accessible to all people of all generations, backgrounds and cultures. We respect and celebrate difference and will promote the principles of understanding and respect for others.

PP&P does not accept discrimination based on any of the nine protected characteristics of equality and diversity - age, disability, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race, religion and belief, sex and sexual orientation - and ensure that its policies, practices and procedures do not discriminate on these grounds. No one will be discriminated against, including families, staff, volunteers, visitors or trustees on any of the grounds of the nine legislatively protected characteristics of diversity.

Aim

PP&P's aim is to treat everyone with respect and to be aware of their individual needs and circumstances. Furthermore PP&P are committed to ensuring that Flo's – The Place in the Park, is welcoming of everyone and that it's facilities and activities are used by people from a wide range of backgrounds. PP&P will endeavour to incorporate this approach in all aspects of its work and contacts whether they are with the community, customers, clients, business or partner organisations.

Our objectives are to:

- Eliminate unlawful discrimination of clients, workers or visitors, on the grounds of race, religion, gender, age, sexual orientation, and physical or mental abilities
- Ensure equal access for all to PP&P's services, training, communications and promotion, transfer and allocation of work
- Achieve a balanced workforce that reflects the make-up of the community it serves



The Policy will be reviewed and updated on an annual basis or in the light of changing legislative, organisational or community requirements.

Accessibility

PP&P is committed to creating an environment in which everyone feels welcome. PP&P acknowledges that accessibility arrangements will need to be made to achieve this. We will also ensure that promotion of our services and activities within the Florence Park area is widespread and varied in format. We will ensure that all our services offered at Flo's – The Place in the Park are wheelchair accessible. Additional accessibility needs will be determined in respect to users' needs and every reasonable effort will be made to meet these.

Procurement

PP&P will endeavour to use suppliers who share our values on equality and diversity. We will endeavour to ensure that businesses from diverse communities have equal opportunity in competing for collaborative procurement contracts to supply goods and services.

Employment

PP&P is committed to eliminating discrimination in recruiting, promoting and developing staff, as well as in its day-to-day work. We are committed to ensuring equal opportunities, fairness of treatment, dignity, work-life balance and the elimination of all forms of discrimination in the workplace for all staff and job applicants. We aim to create a working environment in which all individuals are able to make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit.

PP&P will recruit the person who best matches the requirements of a vacant post. Appointment must be made on merit. Advertisements will include a statement indicating PP&P's commitment to equal opportunities. All vacancies will be advertised. Restricted advertising will only occur to allow redeployment in the case of a post being made redundant..

All employees who are involved in recruitment and selection must be trained in fair methods and there must always be a minimum of two interviewers at every interview. Job descriptions and personnel specifications must only contain realistic job criteria.

Information

Information is essential if people are to play a full part in society and access our services.



PP&P will strive to ensure that its information is provided in formats and in places that meet the needs of the people it serves.

This positioning statement will be available to all via the PP&P website. New staff will be briefed on this policy during induction, and sign to say they have understood its contents.