

EXETER DISPENSARY CHARITY(EDC)

Equal Opportunities and Diversity Policy- March 2024

Introduction

Children, young people and adults have the right to be protected from discrimination. This right should run through all the activities and decisions made within an group/organisation.

In the same way, volunteers, workers, and parents/carers involved in **EDC** should not be discriminated against in any way. For this reason, this policy which fits with the purpose and values of **EDC** is applied to all the safeguarding policies and procedures of **EDC**

While equal opportunities are about preventing discrimination, diversity is about recognising and valuing difference, taking proactive steps to ensure that **EDC** respects and values differences for the benefit of all people.

EQUAL OPPORTUNITIES AND DIVERSITY POLICY

The purpose of this policy is to:

- promote equality of opportunity
- celebrate and value diversity
- eliminate unlawful direct and indirect discrimination

EDC recognises that certain groups and individuals are at risk of being unfairly discriminated against for many reasons, including: age, appearance, class, colour, culture, disability, employment status, ethnicity, nationality, political belief, race, social class, religious belief, sex, sexual orientation or size.

Every aspect of our work is informed and enhanced by equality issues. We are committed to providing an environment free of stereotypical and oppressive beliefs, attitudes and practices. If any discrimination is identified, we will take positive steps to counter this.

We recognise that each child and adult is an individual with their own skills and abilities and we will seek to respond to the needs of each individual in a way that is fair and equitable.

We recognise that there is diversity in family life, education, faith and culture. We undertake to embrace and celebrate such differences in ways that make our group/organisation better for children and adults. We value and encourage the participation and contribution of individuals, regardless of age, class, disability, ethnic background, faith, gender and sexual orientation. We recognise that people with different backgrounds, skills, attitudes and experiences bring fresh

ideas and perceptions. We believe that life is positively enriched for us all by the diversity of individuals in society and that everyone has a valuable contribution to make.

Children, adults, volunteers, workers and management committee members are supported in challenging any behaviour or ways of doing things which go against the policy or the spirit of the policy.

We will monitor the effectiveness of this policy.

Date of policy review 19 March 2024

Signed by

Angus McNicol

Chair

Date of next review: March 2025