



Fairfield Village Community Association

c/o Fairfield Village Hall, Stourbridge Road, Fairfield,
Bromsgrove, Worcestershire, B61 9LZ

Equality, Diversity and Inclusion Policy

This policy applies to all staff, volunteers, management committee members, users and the general public.

Commitment

Equality and diversity are central to the work of Fairfield Village Community Association.

Fairfield Village Community Association will treat all people with dignity and respect, valuing the diversity of all. It will promote equality of opportunity and diversity. It will eliminate all forms of discrimination on grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation, religion/ belief, irrelevant offending background or any other factor irrelevant to the purpose in view. It will tackle social exclusion, inequality, discrimination and disadvantage. For this policy to be successful, it is essential that everyone is committed to and involved in its delivery. Fairfield Village Community Association's goal is to work towards a just society free from discrimination, harassment and prejudice. Fairfield Village Community Association aims to embed this in all its policies, procedures, day-to-day practices and external relationships.

www.fvca.org.uk

admin@fvca.org.uk

Aims

Fairfield Village Community Association aims to:

- ✓ Provide services that are accessible according to need;
- ✓ Promote equality of opportunity and diversity in volunteering, employment and development;
- ✓ Create effective partnerships with all parts of our community.

Objectives

Fairfield Village Community Association's objective is to realise its standards by:

- ✓ Sustaining, regularly evaluating and continually improving its services to ensure equality and diversity principles and best practice are embedded in our performance to meet the needs of individuals and groups;
- ✓ Working together with the community to provide accessible and relevant service provision that responds to service users' needs;
- ✓ Ensuring staff, volunteers and trustees are representative of the community served and the employment policies are fair and robust;
- ✓ Responding to volunteer's & employees' needs and encouraging their development to increase their contribution to effective service delivery;
- ✓ Recognising and valuing the differences and individual contribution that all people make to Fairfield Village Community Association;
- ✓ Challenging discrimination;
- ✓ Providing fair resource allocation;
- ✓ Being accountable.

Why have this policy?

Fairfield Village Community Association recognises, respects and values diversity in its committee, employees, volunteers and service users.

Fairfield Village Community Association has this policy because it is a people-led organisation that must always ensure it meets the needs of the community through fair and appropriate employment and development of the people who work and volunteer for Fairfield Village Community Association.

PROCEDURES

Responsibility for Implementation

This policy covers the behaviour of all people employed or volunteering for Fairfield Village Community Association or using the services and sets out the way they can expect to be treated in turn by Fairfield Village Community Association. The overall responsibility for ensuring adherence to and implementation of this policy lies with the Fairfield Village Community Association management committee.

Method of Implementation

Fairfield Village Community Association intends to implement this policy by:

- ✓ Ensuring that it is a condition of paid or voluntary employment for Fairfield Village Community Association;
- ✓ Ensuring that the Management committee, volunteers and users are made aware, understand, agree with, and are willing to implement, this policy;
- ✓ Actively encouraging management committee and volunteers to participate in anti-discriminatory training, and making time and resources available for such training;
- ✓ Monitoring the services, publicity and events provided by Fairfield Village Community Association, to ensure that they are accessible to all sections of the population and do not discriminate, and taking active steps to ensure that participation is representative.

Monitoring and Reviewing

Fairfield Village Community Association has declared its commitment to establishing, developing, implementing and reviewing a policy of equality of opportunity. Fairfield Village Community Association's management committee will review the policy annually.

Reviewed: 3rd March 2022
20th April 2026