



## Eastern Region of Parent Carer Forums

### EQUALITY AND DIVERSITY POLICY

#### 1.0. INTRODUCTION

The Eastern Region of Parent Carer Forums (ERPCF) is committed to celebrating diversity, positively promoting equality, fostering equal opportunities and tackling discrimination in all it does. This policy should be read and adhered to in conjunction with all our other policies. Any changes in service delivery will reflect this policy.

- All individuals and groups will be treated with respect and valued equally.
- We believe that no one, whatever their needs, should be disadvantaged in their contact with ERPCF.
- We will actively promote race equality and encourage the reporting of racist incidents so that we can act to reduce the frequency of incidents and support the victims of racist behaviour.
- We will make ourselves accessible to everyone.
- We will endeavour to plan our meetings and events so that they are accessible to everyone.
- We will regularly review all our policies and procedures to ensure that they comply with legislation and good equalities practice.

#### 2.0. RACE

ERPCF is keen to actively promote racial equality in all its work.

- We will celebrate diversity, positively promote racial equality, foster equal opportunities and tackle discrimination in all that we do.
- No Rep, Meeting attendee, job applicant or employee will receive less favourable treatment on the grounds of race, or will be disadvantaged by conditions or requirements that cannot be justified.
- A person's race has no bearing whatsoever on their ability or suitability to do their job, represent the Region or to have their say at a meeting.
- Racism and racial harassment are not tolerated and will be challenged when it is encountered.
- We will record racial discrimination.



### **3.0. DISABILITY**

The Disability Discrimination Act says a “disabled person” has “a physical or mental impairment which has a substantial or long term adverse effect on their ability to carry out normal day-to-day activities.” It covers therefore a wide range of physical, sensory and mental disabilities, including chronic mental health issues and learning disabilities.

- We seek to identify and remove any policies and practices that disadvantage people with disabilities from giving their views or representing the Region.
- People with disabilities will receive full and equal consideration throughout the whole recruitment and selection process. No Rep, Meeting attendee, job applicant or employee will receive less favourable treatment on the grounds of disability, or will be disadvantaged by conditions or requirements that cannot be justified.
- Disabled employees will be supported through compliance with the requirements of the Disability Discrimination Act, and will be given additional support as appropriate.
- We will ensure we only use accessible public buildings.

### **4.0. AGE**

Age issues include the need for us to consider institutional age discrimination and how to remove it.

- No Rep, Meeting attendee, job applicant or employee will receive less favourable treatment on the grounds of their age, or will be disadvantaged by conditions or requirements that cannot be justified. However please note our requirement to have a child who is younger than 25 years.
- A range of working patterns is available to Regional Reps, with recognition given to the importance of work-life balance and family and caring commitments for Reps and meeting attendees of all ages.

### **5.0. GENDER**

A range of working patterns is available to all ERPCF staff and Regional reps, with recognition given to the importance of work life balance, family and caring commitments of men and women.

- ERPCF will not tolerate harassment of Reps, meeting attendees or employees for reasons of their gender.
- No Rep, Meeting attendee, job applicant or employee will receive less favourable treatment



on the grounds of gender, or will be disadvantaged by conditions or requirements that cannot be justified.

- A person's gender has no bearing whatsoever on their ability or suitability to do their job, represent the Region or to have their say at a meeting.

## **6.0. RELIGIONS AND BELIEF**

Legislation on discrimination on the grounds of religion and belief covers any religion, religious belief, or similar philosophical belief. It does not include any philosophical or political belief unless that belief is similar to a religious belief.

- ERPCF will not tolerate harassment of Reps, meeting attendees or employees by reason of their religion or belief.
- No Rep, Meeting attendee, job applicant or employee will receive less favourable treatment on the grounds of their religion or belief.
- ERPCF will respond sensitively to balancing service needs against issues such as requests for leave for religious observance, or in laying down rules on dress or uniform.

## **7.0. SEXUAL ORIENTATION**

Legislation on discrimination on the grounds of sexual orientation covers homosexual, heterosexual, and bisexual people. It does not extend to sexual practices and sexual offences.

- ERPCF will not tolerate harassment of Reps, meeting attendees or employees for reasons of their sexual orientation or gender re-assignment.
- No Rep, Meeting attendee, job applicant or employee will receive less favourable treatment on the grounds of sexual orientation, or gender re-assignment, or will be disadvantaged by conditions or requirements that cannot be justified.
- A person's sexual orientation has no bearing whatsoever on their ability or suitability to do their job, represent the Region or to have their say at a meeting.

This policy was approved by the ERPCF

Frequency of Policy review:

Bi-annually

Review of this Policy due:

May 2023