



**Allsorts Gloucestershire**

## **Equal Opportunities and Diversity Policy**

### **1. INTRODUCTION**

#### **1.1 Access to information**

If you require this information in any other accessible format please contact:

Allsorts  
The Exchange  
Brickrow  
Stroud  
GL5 1DF

[info@allsortsglos.org.uk](mailto:info@allsortsglos.org.uk)  
01453 750474

#### **1.2 The purpose of this policy**

This policy sets out Allsorts' standards with regard to equal opportunities and diversity. This policy applies to all staff and volunteers.

### **2. ALLSORTS ETHOS**

- 2.1 As a charity founded for, and dedicated to providing a welcoming and inclusive community for disabled children and young people, Allsorts staff and volunteers should actively promote, through their work, opportunities and rights for minority groups and individuals, regardless of legal obligation or threat of potential sanction.
- 2.2 Actions and behaviours which seek to exclude or minimise the contribution of minority groups and individuals will be seen as contrary to Allsorts' overall aims and values. This is in breach of Allsorts' Code of Conduct and could be managed through disciplinary proceedings.

### 3. LEGAL OBLIGATIONS

3.1 The Equalities Act of 2010 sets out a set of protected characteristics as follows:

- Age
- Sex
- race (including ethnic or national origins, colour and nationality)
- disability
- religion or belief (including lack of belief)
- marriage and civil partnership (including marital status)
- gender reassignment
- sexual orientation
- pregnancy and maternity

3.2 In addition to promoting the ethos of Allsorts, all staff must be aware of the legal obligation of Allsorts to ensure that no individual or group falling within the group of protected characteristics is treated unfavourably. Staff must also fully meet the legal obligation to make reasonable adjustments for disabled people.

### 4. INTERNAL PROCESSES

#### 4.1 Recruitment processes

4.1.1 The process as set out in Allsorts Safer Recruitment Policy should be followed at all times, to ensure that selection to roles is done purely on a competency-based process, rather than one which allows for individual preferences to influence choices or where social characteristics play a role in the decision-making process.

4.1.2 Where possible, interview panels should be diverse in terms of gender, age, disability and other characteristics. Where this is not possible, the panel should spend time discussing how the diversity of the panel may impact their decision making processes. In addition, the views of members should be sought on the priorities for the role being recruited to and their expectations of a successful candidate.

#### 4.2 New activities, projects and campaigns

4.2.1 Allsorts must assess new activities, projects and campaigns to ensure that they do not present an unfavourable or exclusive offer where protected characteristics are concerned. This assessment must take place using a monitoring form and should be completed alongside someone who is not directly involved in the activity.

### 5. MONITORING

5.1 The diversity of Allsorts' members should be monitored on a regular basis to help to understand if the make-up of our membership is reflective of the local community. Where this is not the case, consideration of why this is should be made, and an action plan put in place

- 5.2 The diversity of Allsorts staff should be monitored on an annual basis to ensure that our staff team is reflective of the local community. Where this is not the case, consideration of why this is should be made and an action plan put in place.
- 5.3 An annual review of assessments of new activities should be undertaken to identify any themes or practice which could be learned from or that should be challenged.