



The Welbeloved Club

Equality and Diversity Policy

Statement of intent

The Welbeloved Club recognizes that people involved with the club may experience discrimination or lack of opportunity for reasons that are not fair, examples include:

- Disability
- Gender, gender identity or gender reassignment status
- Marital status
- Race, racial group, ethnic or national origin, or nationality
- Religion or belief
- Sexual orientation
- Age
- Civil partnership status
- Pregnancy or maternity
- Paternity
- Educational background
- Socio-economic background
- Caring responsibilities

The Welbeloved Club will challenge discrimination and the lack of opportunity in its policy and practice.

The Welbeloved Club aims to create a culture that respects and values each other's differences. The Welbeloved Club sees these differences as an asset to our work as they improve our ability to meet the needs of the organisations and people we serve.

All volunteers and trustees must declare in writing their support for the objectives of this Equality and Diversity Policy. We reserve the right to remove the volunteer from their duties if they fail to uphold the terms in this policy.

All volunteers and trustees must accept the objectives of this Equality & Diversity Policy when completing registration paperwork. We reserve the right to remove the volunteer from their duties if they fail to uphold the terms in this policy.

What is discrimination?

The Welbeloved Club believes discrimination can take one or more of the forms set out below (under the Equality Act 2010).

Direct discrimination: Treating someone less favourably because of a protected characteristic compared with someone who does not have that characteristic, for example sexual orientation.

Indirect discrimination: Where a policy, procedure or way of working that applies to everyone puts people with a particular protected characteristic at a disadvantage, compared with people who do not have that characteristic, unless there is a good reason to justify it, for example being a female.

Associative discrimination: Treating someone less favourably because they are associated with someone who has a protected characteristic, for example because their partner is transgender.

Discrimination by perception: Treating someone less favourably because you perceive them to have a protected characteristic even if they do not, for example perceive them to be gay.

Discrimination arising from disability: Treating someone unfavourably because of something connected with that person's disability and where such treatment is not justified.

Service provision

- All The Welbeloved Club services are covered by this policy.
- The Welbeloved Club will operate on the basis of equality and diversity in its work with other agencies or individuals.
- The Welbeloved Club services will be provided on an equal access basis and the services will be reviewed each year by the Trustees and changed where needed.
- All volunteers, any staff and other relevant people will be required to support our Equality and Diversity Policy (see below in relation to Induction).

Miscellaneous

Centre building - The Welbeloved Club will try to ensure that premises used in relation to its work are accessible and inviting for all members of the community who use its services. We do, however, recognise that the club has limited resources and building constraints which may result in us not being able to facilitate all requirements. Where possible we will make the necessary reasonable adjustments to accommodate. We may therefore decline members from time to time.

As part of continuous improvements, our trustees will discuss cases where we have not been able to accommodate people using our club, to review resources for the future.

Purchasing - The Welbeloved Club reserves the right not to purchase goods and services from agencies whose activities are contrary to the principles outlined in this policy.

Implementation and monitoring

Monitoring of the Equality and Diversity Policy and its implementation is the responsibility of the trustees.

- The trustees will review the policy periodically.
- The trustees will periodically review how the services are provided by talking to a number of volunteers, and those using services of The Welbeloved Club and any staff.

- All volunteers will receive a copy of the Equality and Diversity policy together with annual reminders to re-read this and all other policies. Any questions should be taken to the management team for clarification.
- A copy of the Equality and Diversity Policy will be given to all new volunteers and trustees.

The Welbeloved Club policies and procedures

The Welbeloved Club policies support our commitment to equality and diversity.

Legislation

The practices and procedures within this policy are based on the principles contained within the UK legislation and Government Guidance and have been developed to complement the Equality Act 2010.

Complaints Procedure

The Welbeloved Club are committed to ensuring that any complaints regarding equality and diversity are treated both confidentially and fairly.

The Complaints Policy gives further information and procedures on making a complaint.

This statement is designed to avoid discrimination and is in accordance with the Human Rights Act 1998 and its underlying principles.

This Equality and Diversity Policy was adopted on 23/09/2020

and updated on 01/11/2023

Signed by Chair of Trustees, on behalf of The Welbeloved Club



A handwritten signature in blue ink, consisting of a large initial 'R' followed by a series of loops and a final flourish, positioned above a horizontal line.