

All Wheel Drive Response North East

Equality and Diversity Policy

All Wheel Drive Response North East is committed to promoting equality and diversity in all aspects of its work. We believe that everyone should be treated with respect and dignity, and that all individuals should have equal opportunities to achieve their full potential, regardless of their race, ethnicity, gender, gender identity, sex, age, disability, religion, or sexual orientation or any other cultural identity. Our aim is to create a culture of inclusion where everyone feels valued, respected, and supported.

Scope:

This policy applies to all trustees, employees, members, volunteers, and service users of All Wheel Drive Response North East.

Responsibilities:

All trustees, employees, members, and volunteers have a responsibility to comply with this policy and to promote equality and diversity in all aspects of their work. Trustees, managers, and supervisors have a particular responsibility to ensure that their teams are aware of and understand this policy, and to monitor compliance.

Policy Statement:

All Wheel Drive Response North East is committed to promoting equality and diversity in the following ways:

1. All Wheel Drive Response North East expect all trustees, employees, members, and volunteers to comply with our policies and procedures, including our Equality and Diversity Policy.
2. All Wheel Drive Response North East will not discriminate against any individual or group because of their race, ethnicity, gender, gender identity, sex, age, disability, religion, or sexual orientation or any other cultural identity. We will provide equal opportunities to all individuals to participate in our programs and activities.
3. All Wheel Drive Response North East expect all trustees, employees, members, and volunteers to treat each other, service users, and the public with respect and dignity, and to promote equality and diversity in all aspects of their work.

4. All Wheel Drive Response North East will actively monitor our recruitment, promotion, and retention processes to ensure that they are fair, transparent, and free from discrimination, and that they promote diversity and inclusion.
5. All Wheel Drive Response North East will actively seek feedback from service users, employees, members, and volunteers on how we can improve our services, policies, and practices to promote diversity and inclusion.
6. All Wheel Drive Response North East will actively seek to engage with underrepresented groups to ensure that our services are accessible and relevant to their needs.
7. All Wheel Drive Response North East will ensure that all trustees, employees, and volunteers are aware of their rights and responsibilities under the Equality Act 2010, and that they understand the consequences of discriminatory behaviour.
8. All Wheel Drive Response North East will ensure that all service users are treated fairly and respectfully, and that they receive services that are tailored to their individual needs.
9. All Wheel Drive Response North East will ensure that our board of trustees and senior leadership team are diverse and inclusive, reflecting the communities we serve.
10. All Wheel Drive Response North East will ensure that our communications and marketing materials are inclusive and promote diversity, avoiding language or images that could be perceived as discriminatory or offensive.
11. All Wheel Drive Response North East will ensure that our policies and practices comply with all relevant legislation, including the Equality Act 2010.
12. All Wheel Drive Response North East will ensure that our recruitment, selection, and promotion processes are fair and based on merit. We will not discriminate against any individual because of their race, ethnicity, gender, gender identity, sex, age, disability, religion, or sexual orientation or any other cultural identity.
13. All Wheel Drive Response North East will ensure that our workplace is free from bullying, harassment, and victimisation, and that any complaints or incidents of such behaviour are dealt with promptly and effectively.
14. All Wheel Drive Response North East will hold ourselves accountable for our progress in promoting equality and diversity and will report on our achievements and areas for improvement in our annual report.

15. All Wheel Drive Response North East will investigate any incidents of discrimination or harassment and take appropriate action to prevent future occurrences.
16. All Wheel Drive Response North East will monitor and review our policies and practices to ensure that they are effective in promoting equality and diversity. We will take action to address any areas where we identify that we need to improve.
17. All Wheel Drive Response North East will provide accessible services to all service users, regardless of their disability, and will make reasonable adjustments to accommodate their needs.
18. All Wheel Drive Response North East will provide reasonable accommodations and support for trustees, employees, members, and volunteers who may require them, including those with disabilities or caring responsibilities.
19. All Wheel Drive Response North East will provide regular training and development opportunities to trustees, employees, members, and volunteers to promote their understanding of diversity, inclusion, and unconscious bias, and to ensure they are equipped to promote equality and diversity in their work.
20. All Wheel Drive Response North East will provide training and development opportunities to all employees, members, and volunteers to promote equality and diversity in the workplace.
21. All Wheel Drive Response North East will regularly review and assess our policies and practices to ensure that they are effective in promoting equality and diversity and make improvements where necessary.
22. All Wheel Drive Response North East will work in partnership with other organisations and stakeholders to promote equality and diversity and to share best practices.

All Wheel Drive Response North East is committed to promoting equality and diversity in all aspects of its work. We believe that creating a culture of inclusion will help us to achieve our mission and make a positive difference to the lives of those we support.

This policy has been approved by the trustees of All Wheel Drive Response North East and is effective from the 13th of February 2024.