



The Pernicious Anaemia Society's Equity, Diversity and Inclusion Policy and Procedures.

The Society ACCEPTS that in society certain groups or individuals are denied equity on the grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation and religion/belief or any other factor irrelevant to the purpose in view.

The Society WELCOMES the statutory requirements laid down in the Equality Act 2010.

<https://www.legislation.gov.uk/ukpga/2010/15/contents>

<https://www.equalityhumanrights.com/en/advice-and-guidance/your-rights-under-equality-act-2010> <https://www.equalityhumanrights.com/en/Usersation-download/equal-pay-statutory-code-practice>

Note: the Equality Act replaced the Sex Discrimination Act 1975 and the Race Relations Act 1976 and supplements the Equal Pay Act 1970 <https://www.legislation.gov.uk/ukpga/1970/41/enacted>

and is committed to complying with the Equality Act 2010 and with such other Acts and statutory requirements furthering equity of opportunity for all as apply to its charitable activities.

The Society RECOGNISES that it has moral and social responsibilities that go beyond the provisions of the above-mentioned Acts and Regulations, and that it should support and contribute to the wider process of change through all aspects of its work and practices to eliminate discrimination and promote equity, inclusion and diversity.

The Society is COMMITTED to taking positive steps to ensure that:

- ✓ all people are treated with dignity and respect, valuing the diversity of all.
- ✓ equity of opportunity, inclusion and diversity is promoted.

- ✓ services are accessible, appropriate and delivered fairly to all.
- ✓ the mix of its Staff, Volunteers and Management Committees reflects, as far as possible, the broad mix of the population of its local community.
- ✓ traditionally disadvantaged sections of the community are encouraged to participate in policy decisions about, and the Management of, the services provided.

POLICY

This policy applies to all Trustees, Staff, Volunteers, Management Committee, Users and the General Public.

Commitment to Equity, inclusion and diversity are central to the work of the Society.

The Society will treat all people with dignity and respect, valuing the diversity of all.

It will promote equity of opportunity, inclusion 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, discrimination and disadvantage and help create a level playing field

For this policy to be successful, it is essential that everyone is committed to and involved in its delivery.

The Society's goal is to work towards a just society free from discrimination, harassment and prejudice.

The Society aims to embed this in all its policies, procedures, day-to-day practices and external relationships.

Aims

The Society aims to:

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

Objectives

The Society's objective is to realise its standards by:

- ✓ Sustaining, regularly evaluating and continually improving its services to ensure equity, inclusion 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 & Staff 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 The Society.
- ✓ Challenging discrimination.
- ✓ Providing fair resource allocation.
- ✓ Being accountable.

Why have this policy?

The Society recognises, respects and values diversity in its Trustees, Staff, Volunteers and Service Users. The Society 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 The Society.

PROCEDURES

Responsibility for Implementation

This policy covers the behaviour of all people employed or volunteering in the Society or using the services and sets out the way they can expect to be treated in turn by the Society.

The overall responsibility for ensuring adherence to and implementation of this policy lies with the Trustees, Staff and the Management Committee.

Method of Implementation

The Society intends to implement this policy by:

- ✓ Ensuring that it is a condition of paid employment in the Society.
- ✓ Ensuring that Trustees, Management Committee, Volunteers and Users are made aware, understand, agree with, and are willing to implement, this policy. All Staff and Volunteers will be instructed to read this Policy as part of their induction and will be reminded regularly of its existence and any updates.
- ✓ Actively encouraging Trustees, Staff, Management Committee and Volunteers to participate in anti-discriminatory training and making time and resources available for such training.
- ✓ Monitoring the services, Users and events provided by The Society, 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

The Society has declared its commitment to establishing, developing, implementing and reviewing a policy of equity of opportunity. Effective record keeping and monitoring, and acting on information gathered, are essential to measure effectiveness and plan progress.

The Management Committee will review the policy every three years

Adopted October 2020

Revised February 2025

NEXT DATE FOR REVIEW February 2028