

# **NORTH WEST FED**

## **EQUALITY & DIVERSITY POLICY**

### **STATEMENT OF POLICY**

North West Fed is committed to working towards recognised, good equality and diversity practice in terms of its membership, service provision, employment and Board/committee membership.

NW Fed acknowledges that discrimination is illegal under the provisions of the Race Relations Act 1976, the Race Relations (Amendment) Act 2000, the Sex Discrimination Act 1975, and the Disability Discrimination Acts of 1995 and 2005 and the Regulations related to sexuality, religion and age discrimination.

However, NW Fed also recognises that in our society groups and individuals have been, and continue to be, discriminated against on the basis of race, colour, national origins, culture, gender, marital status, disability, class, sexual orientation, age, trade union activities and political or religious beliefs. NW Fed is committed to counteracting this by the promotion of equal opportunities in all of its practices.

### **AIMS**

NW Fed wishes to act positively to make this policy fully effective with the following aims:

1. NW Fed will work to ensure that no employee, job applicant, current or prospective user of its services is placed at a disadvantage by reason of race, colour, national origins, culture, gender, marital status, disability, class, sexual orientation, age, trade union activities, political beliefs or religious beliefs, or by requirements or conditions which cannot be shown to be justifiable on other grounds.
2. NW Fed will seek to ensure that only genuine occupational requirements are included in person specifications.
3. NW Fed will assess each individual according to their ability to carry out a given job, project or activity. It will not be assumed, for example, that men or women or disabled people are only able to do certain kinds of jobs.
4. NW Fed will deal with bisexuals, lesbians, gay men and transgender people in such a way that they can be open about their sexuality if they so wish.
5. NW Fed will ensure that employees, contractors, job applicants and Board/committee members demonstrate the ability to understand and implement the policy at a level and in a manner appropriate to the work undertaken. Training will be provided if required.
6. NW Fed will encourage a greater awareness of equal opportunities issues amongst its Associate Members.
7. NW Fed will strive to achieve as wide a representation as possible on its Board of Directors through co-option.

8. NW Fed will strive to market its services in such a way as to reach Associate Members and potential Associate Members without excluding any part of the potential audience.
9. NW Fed will set realisable targets to assist the implementation of this policy.

## **MONITORING**

The Co-ordinator or appropriate person will submit an annual report to the Board of Directors. This report will cover the areas of Associate Membership, take up of service provision, employment, contractors and Board and committee membership.

Realisable targets will be set annually and a review of performance against these targets will also be covered by the Co-ordinator's report. New or modified targets will be set as a result of this monitoring procedure.

This policy and the code of practice for recruitment will also be reviewed in the light of the annual review.

March 2009 Equality & Diversity Policy – to be reviewed in March 2010 and every four years thereafter.