



## **Equality and Diversity Policy statement**

With thanks to [www.resourcecentre.org.uk/information/equality-and-diversity-policies-for-small-groups](http://www.resourcecentre.org.uk/information/equality-and-diversity-policies-for-small-groups)

Agreed at Steering Group Meeting August 24th

“LCCP is committed to encouraging equality, diversity and inclusion in our organisation. LCCP is committed to treating all people equally and with respect irrespective of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation.”

### **More detailed policy and code of conduct**

#### **Introduction and aims**

- LCCP recognises that in our society power is not held equally and that groups and individuals have been and continue to be discriminated against on many grounds including, for example, race, sex, age, disability, sexual orientation, class, religion, marital status, political views and where they live.
- LCCP recognises that where direct or indirect discrimination occurs within our organisation, it is both morally and legally unacceptable.
- The purpose of the Equality and Diversity Policy is to set out clearly and fully the positive action LCCP intends to take to combat direct and indirect discrimination in the organisation, in the work it does and in its relationships with other bodies.
- In adopting this Equality and Diversity Policy, LCCP is also making an unequivocal commitment to implementing it, so as to ensure that equal opportunity becomes a reality.

#### **LCCP's core values**

Openness, Humility and Respect – To the best of our ability, whilst recognising our human frailties and the urgent need to tackle the climate and ecological emergency, we aspire to:

- Be open, welcoming and respectful of others who are aligned with our aims.
- Be flexible enough to change.
- Be enquiring, always learning and open to debate.
- Listen to one another with respect and humility, especially when opinions differ, and, where possible, find common ground.
- Make sure everyone has a chance to speak and that we value the wisdom of the whole group
- Model open, democratic, non-violent, respectful engagement and communication.

#### **Code of Practice**

LCCP will take action to ensure that group activities and events are open and welcoming to everybody who supports its aims

We will be proactive in supporting and encouraging groups and individuals with qualities and attributes that are under-represented amongst LCCP to engage with our work

- We aim to make our meetings and events accessible to people with disabilities and/or caring responsibilities and/or work obligations – e.g. provide transport and meet in accessible premises when possible, and/or hold events online and consult on times that suit people with different needs, consult on what means of online communication work best
- We will share information about training opportunities to help our Steering Group and members better understand how discrimination occurs and how to prevent it.
- All members of LCCP will have access to the Equality and Diversity policy via our website
- Anyone who has experienced discrimination within LCCP activities can make a complaint to the LCCP Lead Safeguarding Officer Lead. If the Safeguarding Officer is unable to resolve the complaint, it will be referred to the Steering Group.

### **Code of Conduct**

- At all times people's feelings will be valued and respected. Language or humour that people find offensive will not be used, e.g. sexist or racist jokes or terminology which is derogatory to someone with a disability.
- No one will be harassed, abused or intimidated on the basis of legally protected attributes (set out above)

### **Dealing with Complaints**

- The Steering Group will take complaints of discrimination and harassment very seriously.
- They will investigate them thoroughly and provide opportunities for the person making the complaint to speak in a safe environment about their experience. Both the complainant and person complained about will be treated with equal respect.
- The Steering Group will decide the action to take based on the principle of ensuring the continued inclusion and safety of any member who has experienced discrimination or harassment.

### **Review**

This policy will be reviewed every year

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**Revised and updated  
24<sup>th</sup> August 2022**