



EQUALITY & DIVERSITY POLICY

1. INTRODUCTION

- 1.1 Connex Community Support (CCS) aims to create an environment in which people using the services, as well as staff and volunteers, feel comfortable and free from oppressive attitudes and surroundings and treat each other with courtesy and respect, as evidenced by recruitment practises, service delivery and monitoring procedures.
- 1.2 We aim to ensure that everyone will receive a positive and sustained welcome from their first point of contact with the organisation, and that this will continue throughout their use of the service

2. SCOPE

- 2.1 CCS is committed to promoting equality of opportunity for all in all areas of its work.
- 2.2 CCS is also firmly committed to promoting diversity in all areas of its work. We believe that we have much to learn and profit from diverse cultures and perspectives, and that diversity will make our organisation more effective in meeting the needs of all our stakeholders.
- 2.3 CCS believes that all people have a right to employment and services which are free from discrimination on the grounds of age, culture, disability, employment status, financial status, gender, medical condition, language, marital status, HIV/AIDS status, race, religion, sexuality, social class, political affiliation, trade union status, parental status, and non-relevant criminal records. This is not an exhaustive list, but refers to some of the more prevalent forms of discrimination in today's society.
- 2.4 CCS works towards ensuring that the composition of its staff, volunteers and service users reflect the make-up of the local community it serves (See attached demographic data).

3. ROLES & RESPONSIBILITIES

- 3.1 All staff and volunteers will be expected to understand and comply with the Equality and Diversity policy.
- 3.2 In the event of non-compliance with this policy by staff or volunteers, reference should be made to CCS's Complaints Procedure, or in the case of staff, to the Grievance and Disciplinary procedure.

- 3.3 We will train any members of staff or volunteer regarding equality and diversity and will positively encourage all Managers of services to highlight CCS's commitment to equality and diversity when new service users or volunteers join the service.

4. LEGISLATION CONSIDERATIONS

- 4.1 CCS recognises its duties under the Equality Act 2010

5. IMPACT ASSESSMENT

5.1 FINANCIAL

There may be some training implications but costs for these are not likely to be significant.

5.2 EQUAL OPPORTUNITIES

- 5.2.1 CCS aims to set up services to meet the social and economic needs of the people in the area it serves. In practice this means consulting widely with those people whose interests are currently under represented.
- 5.2.2 We will carry out continual equal opportunities monitoring of people involved with CCS, so that we can measure how well we involve people from the community. These figures will be compiled annually and shared with any funder that has asked for this information. We will also use the information to support future funding bids.

5.3 STAFFING

- 5.3.1 CCS aims to follow best practice with regard to equal opportunities and the recruitment of employees and the involvement of volunteers in all of its services.
- 5.3.2 We will ensure that all job applicants and volunteers have equal access to a consistent recruitment process and conditions of employment/ terms of involvement.
- 5.3.3 Adverts for job vacancies will state clearly that we are an Equal Opportunities employer.
- 5.3.4 Other procedures relating to recruitment of employees can be found detailed in the Recruitment of Staff Policy.
- 5.3.5 Good practice in recruiting volunteers can be found in the Volunteer Policy.

5.4 ENVIRONMENT

- 5.4.1 CCS aims to make its building as accessible as possible to people with physical, sensory and learning disabilities. This includes provision of a ground floor access adapted toilet. We will also ensure that where possible, external venues used for meetings or training purposes are also fully accessible.

- 5.4.2 We will ensure that if particular adaptations are required to enable a person to volunteer or take up employment with us, we will provide these where it is reasonable and possible. Such adaptations may include hearing loops or magnifying readers.
- 5.4.3 We will aim to provide promotional or informative literature in alternative formats where it is reasonable and practicable to do so.

5.5 HEALTH & SAFETY

- 5.5.1 Where applicable in relation to this Policy, CCS recognises its duties under Health & Safety legislation and will operate in accordance with these.

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EQUALITY & DIVERSITY POLICY DEMOGRAPHIC INFORMATION**People and Society: Population and Migration
Area: Derbyshire Dales (Local Authority)**

Variable	Measure	Derbyshire Dales	East Midlands	England
All Persons; All Ages (Persons, Jun12) ^{2 4 5}	Count	71,300	4,567,700	53,493,700
Males; All Ages (Persons, Jun12) ^{2 4 5}	%	49.3	49.3	49.2
Females; All Ages (Persons, Jun12) ^{2 4 5}	%	50.7	50.7	50.8
All Persons; Aged 0-15 (Persons, Jun12) ^{2 4 5}	%	16.4	18.5	18.9
All Persons; Aged 16-24 (Persons, Jun12) ^{2 4 5}	%	8.8	12.1	11.7
All Persons; Aged 25-49 (Persons, Jun12) ^{2 4 5}	%	28.3	32.9	34.5
All Persons; Aged 50-64 (Males), 50-59 (Females) (Persons, Jun12) ^{2 4 5}	%	19.0	15.8	15.1
All Persons; Aged 65 and Over (Males), 60 and Over (Females) (Persons, Jun12) ^{2 4 5}	%	27.5	20.8	19.8
People in the Estimated Population who are White (Persons, Jun09) ^{3 1}	%	96.3	90.2	87.5
People in the Estimated Population who are Mixed Ethnic Group (Persons, Jun09) ^{3 1}	%	1.0	1.6	1.9
People in the Estimated Population who are Asian or Asian British (Persons, Jun09) ^{3 1}	%	1.4	5.3	6.0
People in the Estimated Population who are Black or Black British (Persons, Jun09) ^{3 1}	%	0.9	1.5	2.9
People in the Estimated Population who are Chinese or Other Ethnic Group (Persons, Jun09) ^{3 1}	%	0.6	1.3	1.6

Source: Office for National Statistics**Notes**¹ Experimental Statistics² From the dataset: Resident Population Estimates by Broad Age Band³ From the dataset: Resident Population Estimates by Ethnic Group (Percentages)⁴ National Statistics⁵ Please also note that whilst the estimates are produced down to unit level, it is not implied that the estimates are accurate to this level of detail.

EQUALITY & DIVERSITY POLICY DEMOGRAPHIC INFORMATION**People and Society: Population and Migration
Area: High Peak (Local Authority)**

Variable	Measure	High Peak	East Midlands	England
All Persons; All Ages (Persons, Jun12) ^{2 4 5}	Count	91,100	4,567,700	53,493,700
Males; All Ages (Persons, Jun12) ^{2 4 5}	%	49.3	49.3	49.2
Females; All Ages (Persons, Jun12) ^{2 4 5}	%	50.7	50.7	50.8
All Persons; Aged 0-15 (Persons, Jun12) ^{2 4 5}	%	18.0	18.5	18.9
All Persons; Aged 16-24 (Persons, Jun12) ^{2 4 5}	%	10.6	12.1	11.7
All Persons; Aged 25-49 (Persons, Jun12) ^{2 4 5}	%	32.2	32.9	34.5
All Persons; Aged 50-64 (Males), 50-59 (Females) (Persons, Jun12) ^{2 4 5}	%	17.7	15.8	15.1
All Persons; Aged 65 and Over (Males), 60 and Over (Females) (Persons, Jun12) ^{2 4 5}	%	21.5	20.8	19.8
People in the Estimated Population who are White (Persons, Jun09) ^{3 1}	%	96.2	90.2	87.5
People in the Estimated Population who are Mixed Ethnic Group (Persons, Jun09) ^{3 1}	%	1.2	1.6	1.9
People in the Estimated Population who are Asian or Asian British (Persons, Jun09) ^{3 1}	%	1.4	5.3	6.0
People in the Estimated Population who are Black or Black British (Persons, Jun09) ^{3 1}	%	0.6	1.5	2.9
People in the Estimated Population who are Chinese or Other Ethnic Group (Persons, Jun09) ^{3 1}	%	0.8	1.3	1.6

Source: Office for National Statistics**Notes**¹ Experimental Statistics² From the dataset: Resident Population Estimates by Broad Age Band³ From the dataset: Resident Population Estimates by Ethnic Group (Percentages)⁴ National Statistics⁵ Please also note that whilst the estimates are produced down to unit level, it is not implied that the estimates are accurate to this level of detail.

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