

Newton Abbot CIC: Equality, Diversity and Inclusion Policy

Newton Abbot CIC will ensure that all Directors/trustees, volunteers, employees, facility hirers and service users, both actual and potential, are treated equally and as individuals regardless of age, disability, ethnic or national origin, gender, marital or parental status, race, religion or sexual orientation. The CIC will seek to ensure that inclusiveness is at the heart of all our activities.

This policy will be implemented across all aspects of the CIC's work in:-

- the appointment of Directors/trustees;
- the appointment of staff;
- all dealings with volunteers, service users and members of the public.

It is everyone's responsibility to adhere to this policy; Directors/trustees, staff, volunteers, and others associated with the CIC.

In implementing this policy Newton Abbot CIC will take account of existing legislation relating to equality, diversity and inclusion.

The CIC will be responsible for ensuring that this policy is properly implemented, monitored and reviewed. The Directors will also deal with any related complaints or allegations of discrimination.

Newton Abbot CIC will aim to ensure that the Directors are representative of the membership and that no trustee, or applicant to that position, receives less favourable treatment than another on grounds of age, disability, ethnic origin, marital or parental status, religion, race, gender or sexual orientation.

Newton Abbot CIC will ensure that no volunteer receives less favourable treatment than another on grounds of age, disability, ethnic origin, marital or parental status, religion, race, gender or sexual orientation.

Volunteers working with the CIC will be informed of this policy and will receive training on equal opportunities issues as appropriate.

Newton Abbot CIC is committed to following open recruitment and selection procedures and as such all vacancies will be subject to fair and equitable selection processes. The CIC strives to be an inclusive employer, and we will oppose and avoid all forms of unlawful discrimination. This includes in:

- pay and benefits
- terms and conditions of employment
- dealing with grievances and discipline
- dismissal
- redundancy
- leave for parents
- requests for flexible working
- selection for employment, promotion, training or other developmental opportunities

Newton Abbot CIC will ensure that no employee receives less favourable treatment than another on grounds of age, disability, ethnic origin, marital or parental status, religion, race, gender or sexual orientation.

Newton Abbot CIC will ensure that the changing and developing needs of employees are recognised and that appropriate adjustments are made to working conditions and/or suitable training is provided.

Newton Abbot CIC aims to ensure inclusiveness in all areas of its work. To achieve this the CIC aims to make its buildings and activities open and welcoming to as wide a range of the public as possible. We will take steps to remove barriers which prevent potential participants, members and users from having equal access to the CIC's activities. This includes physical adaptations to premises, appropriate staff training and necessary adaptations to signage and interpretation.

Newton Abbot CIC
Reviewed May 2024