

Equal Opportunities and Diversity

Introduction

Diverse Little Colours (DLC) is staunchly committed to fostering equality, diversity, and inclusion in every facet of our endeavours. We firmly advocate for treating all individuals equally, regardless of their association with specific groups as delineated by the Equality Act 2010. As an organization, DLC upholds the principles of equal opportunities, ensuring that no job applicant or employee faces discriminatory treatment based on race, colour, ethnic or national origin, religion or belief, gender reassignment, sex, pregnancy or maternity, sexual orientation, marital status, HIV antibody status, AIDS, age, or disability. DLC endeavours to rectify any imbalances that may arise and actively seeks to gauge priorities and needs reflective of the local community's demographics. The board periodically reviews the content and effectiveness of this policy, DLC is committed to promoting diverse representation within its board composition.

Staff Recruitment Each vacancy or newly created post shall be accompanied by a written job description and person specification, duly vetted by senior staff to mitigate direct and indirect discrimination. General life experience, as well as both voluntary and paid work, are valued qualifications. External advertisement of all job openings is mandatory, and applicants should be fully informed of minimum requirements. Throughout the recruitment process, detailed notes are maintained to ensure transparency and fairness. Interview panels comprise no fewer than two representatives and no more than five board members, with due representation reflecting the organization's membership. Staff involvement at all stages of selection is encouraged, and external assessors may participate in an advisory capacity. Reasonable accommodations are extended to short-listed applicants with disabilities or neurodivergent conditions. An equal opportunities section is included in the application form, clarifying the purpose of monitoring.

Training New staff are acquainted with available equal opportunities training, encompassing relevant legislative updates.

Support Access to support is provided for all workers, with provisions for setting up support groups encouraged.

Policy Scope This policy governs all promotional, educational, and campaigning activities of DLC, extending to members and affiliate organizations.

Implementation Employment procedures adhere to relevant legislation, including the Equalities Act 2010 and other pertinent laws. Adequate training in interview techniques, codes of practice, and disciplinary procedures is ensured.

Equal Access in Service Delivery DLC is committed to ensuring equal access to all services, striving to eliminate discrimination based on protected characteristics. Services are tailored to meet community needs, with mechanisms in place for monitoring and feedback. Positive action programs target excluded groups, while advertising portrays DLC as an advocate for equality.

Policy Development and Review Sub-committees may be formed to develop action plans, establish service monitoring guidelines, and design training packages. The policy's effectiveness is subject to annual review by DLC.