

Bedfordshire and Luton

COMPACT

getting it right together

Code of Good Practice

Equality and Diversity

Developing a better working relationship between
statutory, voluntary and community organisations

EQUALITY AND DIVERSITY – CODE OF GOOD PRACTICE

1. Aims

1.1 All Compact signatories will work sensitively towards the promotion of equality, diversity, social inclusion, and community cohesion between and within the diverse range of statutory agencies, voluntary organisations and community groups, for the benefit of the community at large.

1.2 This means that in everything we do, we will address issues relating to:

- gender
- race
- disability
- sexuality
- religion, faith and belief
- age
- persons from disadvantaged or marginalised groups in both urban and rural areas
- any combination of these

2. In supporting this code, the statutory sector undertakes to:

2.1 ensure that any ongoing review of policies, planning and procedures includes evidence, such as application of an impact assessment, to ensure that no particular group is disadvantaged by existing policies

2.2 regularly review the organisation's published Equality and Diversity Policy

2.3 endeavour to communicate to all sections of the community, through a variety of media, using accessible language and avoiding acronyms

2.3 Example

Bedford Primary Care Trust (PCT) has provided training for members of the Queen's Park community in Bedford to undertake peer research and community involvement. By working with a group of English-speaking Asian women, the PCT has been able to meaningfully engage the wider participation of members of the community who do not speak English as a first language.

3. In supporting this code, the voluntary and community sector undertakes to:

- 3.1 ensure that any ongoing review of policies, planning and procedures includes evidence to ensure that no particular group is disadvantaged by existing policies
- 3.2 develop and adopt an Equality and Diversity Policy or statement, as appropriate

3.2 Example

In 2002 Leo Cubs came into being as a mixed group led by two Asian women wishing to set up a nursery scheme in the Bury Park community in Luton. The Social Economy Worker at Voluntary Action Luton helped them to develop their Equality and Diversity, and Volunteer Policies, as well as Business Plans and charity registration. One year on and Leo Cubs is able to serve the whole community with forty nursery places for 0 – 5 year-olds and able to negotiate for funding from a strong organisational position.

- 3.3 communicate in an effective manner, as appropriate to the size and resources of the organisation

4. In supporting this code, both sectors undertake to:

- 4.1 include equality and diversity as a key requirement in new policy development evidenced by:
 - access to, and active promotion of, services
 - a requirement for training
 - proactive encouragement to think in terms of needs by supporting participation by disadvantaged groups in service development
 - promotion of understanding and tolerance
- 4.2 monitor the usage of services by all groups/agencies
- 4.3 introduce appropriate monitoring measures in line with legislative requirements
- 4.4 analyse and develop action points, as necessary, to increase equality of access to services
- 4.5 promote fair employment practices in recruitment, selection, retention, training and development, support, supervision and appraisal
- 4.6 introduce employment monitoring mechanisms which can measure the degree of implementation of the above
- 4.7 comply with up-to-date legislation on communications to ensure reasonable provision of services on an equality and diversity basis

4.8 specifically and actively promote and encourage ongoing partnership links

4.8 Example

Partnership working is being encouraged throughout Bedfordshire and Luton in a variety of ways addressing equality and diversity. In North Bedfordshire the multi-agency (eight organisations) funded Community Sport Development Officer (Black Minority Ethnic) is working to increase opportunities and the participation of Black and Minority Ethnic groups in sports and recreation. In Luton some of the Neighbourhood Renewal Areas are the first to take up Development Trust status and have begun making decisions on local matters.

4.9 promote equality and diversity in all day-to-day activities

4.10 recognise the importance of equality and diversity and human rights to a prosperous and cohesive society

4.11 give full attention to the needs of individual groups that are protected from discrimination through legislation

4.11 Example

The Disability Resource Centre based in South Bedfordshire has developed a Disability Information and Advice Service on transport and travel matters for work, leisure, health and lifestyle activities for people with disabilities in Bedfordshire and Luton.

4.12 support local action, dialogue and understanding between different organisations and communities

4.13 actively support inclusive communities

4.14 share training resources/expertise where appropriate on equality and diversity

4.15 celebrate equality and diversity