

Five World. Equality and Diversity Policy

Our Policy

At Five World, we are dedicated to upholding the principles of equality and diversity. We believe that no employee, volunteer, member, or service user should face discrimination on any grounds.

To foster equality and diversity within Five World, we commit to:

- Promoting and managing diversity and ensuring equality of opportunity across all aspects of our work and structure. This includes taking proactive measures in employment, volunteering, representation, membership, and service provision.
- Acknowledging that many individuals in society experience discrimination. We are committed to ensuring that no person or group suffers oppression or lack of opportunity due to their gender, race, nationality, disability, sexuality, age, HIV status, class, geographical location, trade union activity, marital status, political activity, or religious activity.
- Deeming all forms of discrimination as unacceptable, regardless of intent.
- Creating an environment where all employees, volunteers, members, and service users are valued and respected, free from discrimination and harassment.
- Recognizing the provisions of The Equality Act 2010, which protects individuals with certain attributes, termed 'protected characteristics', from discrimination.

The protected characteristics under the Act are:

- Disability
- Age
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Definitions

- **Equality:** Understanding and eliminating barriers to equal opportunities for diverse groups.
- **Discrimination:** Acting unfairly against a group or individual, including exclusion, verbal comments, denigration, harassment, victimization, failure to appreciate needs, or assuming needs without consultation.
- **Disability:** Refers to a person with a physical or mental impairment that substantially and long-term adversely affects their ability to perform daily activities.
- **Race:** Includes ethnic or national origins, colour, or nationality.

The Equality Act 2010 supersedes previous anti-discrimination laws and applies to all organizations providing public services, selling goods, or offering facilities, irrespective of charging.

[Further information on The Equality Act 2010 can be found here.](#)

Implementation

The management committee of 5ive World. is responsible for implementing and annually reviewing this policy. Employees, volunteers, members, committee members, and service users must collaborate to ensure the policy's effectiveness in promoting equal opportunities and preventing discrimination. Any suspected discriminatory acts or cases of bullying or harassment should be reported to a staff member or a management committee member.

5ive World. will ensure this policy is communicated appropriately and made accessible. Trainers, facilitators, and consultants engaged by 5ive World. are required to support this policy. Copies will be freely available to all staff, volunteers, members, and interested parties, prominently displayed at regular activity locations. Training on cultural and disability awareness and other related topics will be provided.

Actions

We will:

- Cultivate an organizational culture that values diversity.
- Strive for a workforce and membership that reflect the diversity of the local community and represent all societal sections.
- Ensure fair treatment in all employment aspects within 5ive World.
- Clearly communicate that intimidation, harassment, and bullying are intolerable and may result in disciplinary action.
- Provide services that recognize and address the rights and needs of those facing discrimination, ensuring access for all.
- Encourage skill and knowledge development through training.
- Ensure our premises are accessible and welcoming to all community members.
- Challenge any discriminatory or oppressive behaviour from or towards members, volunteers, clients, or partner agencies.
- Operate in a manner that acknowledges individual needs.
- Regularly evaluate this policy and seek feedback from affected parties.

Policy Details

Policy Date: 03/06/2024

Review Date: Two years after the policy date