



THE PDA Society: Equal Opportunities Policy

1. Introduction

The PDA Society:

ACCEPTS that in society certain groups or individuals are denied equality because of their age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation (Protected Characteristics). Furthermore, that in society there is a need to remove barriers of opportunity for those with caring responsibilities and for those from different social and economic backgrounds.

WELCOMES the statutory requirements laid down in the:

- Equality Act 2010
- Rehabilitation of Offenders Act 1974
- Immigration Act 2016
- Human Rights Act 1998
- Care Act 2014
- Modern Slavery Act 2015

Together with recommendations made via the [Charity Commission](#).

RECOGNISES that it has moral and social responsibilities that go beyond the provisions of the above-mentioned Acts and Regulations, and that it should support and contribute to the wider process of change through all aspects of its work and practices in order to eliminate discrimination and prejudice and to promote equality and diversity.

IS COMMITTED to taking positive steps to ensure that:

- All people are treated with dignity and respect, valuing the diversity of all;
- Equality of opportunity and diversity is promoted;
- Services are accessible, appropriate and delivered fairly to all;
- The mix of its Trustees, volunteers and contractors reflects, as far as possible, the broad mix of the population of its community;
- Traditionally disadvantaged sections of the community are encouraged to have their voice heard in respect of service delivery through surveys and other mechanisms.

2. Policy

This policy applies to all Trustees, volunteers and contractors.

2.1 Commitment

Equality, inclusion and diversity are central to the work of the PDA Society.

The PDA Society is committed to treating all people with dignity and respect, valuing the diversity of all. It will promote equality of opportunity and diversity. It will eliminate all forms of discrimination for those with protected characteristics or any other factor irrelevant to the purpose in view. It will tackle social exclusion, inequality, discrimination and disadvantage.

For this policy to be successful, it is essential that everyone is committed to and involved in its delivery. The PDA Society's goal is to work towards a just society free from discrimination, harassment and prejudice. The PDA Society aims to embed this in all its policies, procedures, day-to-day practices and external relationships.

2.2 Aims

The PDA Society aims to:

- Provide services that are accessible according to need;
- Promote equality of opportunity and diversity in volunteering and contracting;
- Create effective partnerships with all parts of our community.

2.3 Objectives

The PDA Society's objective is to realise its standards by:

- Sustaining, regularly evaluating and continually improving its services to ensure equality and diversity principles and best practice are embedded in our performance to meet the needs of individuals and groups;
- Working together with the community to provide accessible and relevant service provision that responds to the needs of the people we work with;
- Ensuring Trustees, volunteers and contractors are, as far as possible, representative of the community served and the policies applied are fair and robust;
- Responding to the needs of Trustees, volunteers and contractors and encouraging their development to increase their contribution to effective service delivery;
- Recognising and valuing the differences and individual contribution that all people make to the PDA Society;
- Challenging discrimination, providing fair resource allocation and being accountable.

2.4 Why have this policy?

The PDA Society recognises, respects and values diversity in its Trustees, volunteers, contractors, and the people it works with.

The PDA Society has this policy because it is a people-led organisation that must always ensure it meets the needs of the community through fair and appropriate engagement and development of the people who volunteer and contract for the PDA Society.

3. Procedures

3.1 Responsibility for Implementation

This policy covers the behaviour of everyone who represents the PDA Society as a Trustee, volunteer or contractor and sets out the way people can expect to be treated by the PDA Society's representatives in this capacity. The overall responsibility for ensuring adherence to and implementation of this policy lies with the Trustees. All Trustees, volunteers and contractors must set an appropriate standard of behaviour, lead by example and ensure that anyone they manage adhere to the policy and promote our aims and objectives with regard to equal opportunities.

3.2 Method of Implementation

The PDA Society intends to implement this policy by:

- Ensuring that it is a condition of volunteering or contracting with the PDA Society;
- Ensuring that Trustees, volunteers and contractors are all made aware, understand, agree with, and are committed to implementing, this policy. All Trustees, volunteers and contractors will be given a copy of this policy as part of their induction;
- Actively encouraging Trustees, volunteers and contractors to participate in anti-discriminatory training, and making time and resources available for such training;
- Monitoring the services, publicity and events provided by the PDA Society, to ensure that they are accessible to all sections of the population and do not discriminate and taking active steps to ensure that participation is representative.

3.3 Monitoring and Reviewing

The PDA Society has declared its commitment to establishing, developing, implementing and reviewing a policy of equality of opportunity. Effective record keeping and monitoring, and acting on information gathered, are essential in order to measure effectiveness and plan progress. The Trustees will review the policy annually.

Introduced: 25/6/2021

Review Date: 1/7/2022