



## **Equality, Diversity & Respect Policy**

### **1. Introduction**

1.1 Joseph Cowen Lifelong Learning Centre (henceforth referred to as JCLLC) recognises that many people in our society experience discrimination or lack of opportunity for reasons, which are unfair. These include: race, religion, creed, colour, national and ethnic origin, political beliefs, gender, gender presentation, sexual orientation, age, disability (including mental illness), marital status, responsibility for dependants, appearance, geographical area, social class, income level or criminal record.

1.2 JCLLC is committed to guarding against discrimination amongst its Board members, tutors, staff and potential staff, members and volunteers.

1.3 JCLLC is committed to meeting the standards of current legislation regarding equality, diversity and respect.

### **2. Our objectives**

2.1 JCLLC aims to:

- (a) Recognise the importance of equality, diversity and human rights within a safe and cohesive society.
- (b) Develop effective ways of working so all groups can get involved
- (c) Recognise the needs of marginalised groups
- (d) Celebrate people's differences in our communities
- (e) Try to communicate with all sections of the community, using the most effective means available, avoiding unnecessary jargon and acronyms
- (f) Take account of cultural, geographical, religious issues and caring responsibilities when organising meetings or consultations
- (g) Act with due cognisance of the law (both UK and European)

(h) Annually review this Equality and Respect Policy

### **3. Respect and dignity**

3.1 The JCLLC Board, Voluntary team, tutors, staff and Members understand the right for all individuals to be treated with dignity and respect. Every individual or group that JCLLC comes in to contact with, whether in person or via email, telephone or other correspondence, will be treated with dignity and respect,

### **4. Monitoring and Evaluation**

4.1 The Board will maintain a constant and continuing interest in discrimination issues and unfair and unequal practices in relation to JCLLC.

4.2 The Board recognises the value of advice and support from individuals and groups who have specialist knowledge and experience or who represent minority groups and will request such advice and support where necessary and develop the policy in line with this.

### **5. Communications statement**

5.1 JCLLC is committed to the elimination of discrimination in its policies and practices.

5.2 JCLLC believes that all its members and the community should be able to participate equally and that none should experience poor quality involvement as a result of not being able to communicate effectively verbally or non-verbally. JCLLC therefore will seek to provide good quality communication services to the diverse communities it serves.

5.3 Information produced by JCLLC will, wherever practically possible, be made available on request in alternative formats such as large print.

5.4 JCLLC members and members of the public will be asked if they have additional needs when registering for specific events.