



Equality & Diversity Policy March 2012 V1.0 Issued

Chester Heart Support Group

Accepts that in society certain groups or individuals are denied equality on the grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation and religion/belief or any other factor irrelevant to the purpose in view.

Welcomes the statutory requirements laid down in

- the Equal Pay Act 1970;
- the Rehabilitation of Offenders Act 1974;
- the Sex Discrimination Act 1975;
- the Race Relations Act 1976 and the Race Relations Amendment Act Feb 2000;
- the NHS Community Care Act 1990;
- the Disability Discrimination Act 1995;
- the Asylum & Immigration Act 1996;
- the Human Rights Act Nov 1998;
- the Employment (Religion or Belief) and (Sexual Orientation) Regulations 2003.

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 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;
- traditionally disadvantaged sections of the community are encouraged to participate in policy decisions about, and the management of the services provided.

EQUALITY AND DIVERSITY POLICY AND PROCEDURES

This policy applies to all volunteers, management committee members, users and the general public

1 COMMITMENT

Equality and diversity are central to the work of Chester Heart Support Group

Chester Heart Support Group will treat 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 on grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation, religion/ belief, irrelevant offending background or any other factor irrelevant to the purpose in view.

2 AIMS

Chester Heart Support Group aims to:

- Provide services that are accessible according to need
- Create effective partnerships with all parts of our community.

3 OBJECTIVES

Chester Heart Support Group'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 service users' needs.
- Ensuring volunteers and trustees are representative of the community served
- Responding to volunteers' needs 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 Chester Heart Support Group.
- Challenging discrimination.