

Netherton Park Community Association

Equality & Diversity: Summary Statement

Netherton Park Community Association (NPCA) is a charity committed to equality and diversity throughout all its activities, as an employer, a provider of services and in its engagement with the public.

NPNA fully supports the concept of widening participation and is committed to providing open access to activities, services, employment and volunteering for all residents and stakeholders.

NPCA is committed to providing equality of opportunity and tackling discrimination, harassment and intimidation, and disadvantage. We are also committed to achieving the highest standards in service delivery, decision-making, and employment practice. Meeting our obligations to groups with 'protected characteristics' is integral to our charitable objectives under the Equality Act (2010)

Respecting difference complements our commitment to equality and NPCA will not tolerate the less favourable treatment of anyone on the grounds of their protected characteristic.

In implementing our policy, we will:

- Seek to ensure that our workforce and Board of Trustees reflects the diverse communities we serve and that every employee and volunteer is treated fairly
- Take action to eradicate discrimination and inequality when planning, developing and delivering services,
- Fulfil our obligations by adopting legal, national, and local guidelines that seek to ensure equality of opportunity, eradicate discrimination, and promote good relations between all communities we work alongside.
- Evaluate the impact of our policies, services, and functions on communities and make changes to them where they impact unfairly or adversely on any group/s.
- Make equalities a part of everyday working practice and train our employees and volunteers to implement this policy.
- Set challenging equality objectives and targets in relation to employment, service delivery and the carrying out of our charitable purposes.
- Make any necessary changes to our working practices, our buildings and our publicly available information so that NPCA and its services are accessible to all

NPCA operates procedures to prevent harassment and intimidation and in dealing with related incidents. We use our influence and reputation and purchasing power to help make equality a reality for all and to eliminate prejudice, discrimination and disadvantage. We consult with people from local diverse communities to help shape the services we deliver and our policies and practices. NPCA continually considers the needs of our communities in the methods we use for communicating with residents, employees, volunteers, service users, and other service providers.

NPCA have a range of policies and procedures that relate to our promotion of Equality and Diversity including:

- Equality & Diversity Policy
- Harassment and Bullying Policy
- Safeguarding Policy and procedures
- Disciplinary and Grievance Policy and related procedures

For a copy of the full Equality and Diversity Policy please contact the Centre directly.