

Equality, Diversity & Inclusion - Strategy

Background

New Directions is committed to making equality part of everything we do. New Directions embraces the Equality Act (2010) requirement to have 'due regard' to the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

New Directions does not discriminate on the grounds of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership or pregnancy and maternity.

In order to achieve the above New Directions is committed to:

- Tackling discrimination
- Promoting equality of opportunity
- Having positive community relations
- Working with other institutions and local communities towards this goal.

Service vision

Diversity - Equality - Inclusion - Cohesion

Reading Borough Council wants Reading to be a place where all people thrive - physically, mentally, socially, spiritually and economically. New Directions will do everything within our powers and resources to make this happen.

Position

New Directions is committed to providing accessible services to the whole community, which do not discriminate in any of the aforementioned ways. New Directions is committed to making equality part of everything we do.

Themes (terms of reference)

- 1.1 All staff to have awareness of equal opportunities
- 1.2 Ensure marketing materials and activities are inclusive
- 1.3 Ensure all activities are inclusive
- 1.4 Present centres and facilities in an inclusive manner
- 1.5 Review all complaints especially where inequality is a contributory factor
- 1.6 Embed equality into all service delivery
- 1.7 Provide appropriate support to customers

- 1.8 All staff to have an awareness of other associated organisations
- 1.9 Equality data used effectively to monitor performance
- 1.10 Targeted provision to widen participation & promote social inclusion
- 1.11 Improve learner awareness and understanding of Equality and Diversity.
- 1.12 Positively celebrate equality and diversity.