


New Generation Recreation Association Equality and Diversity Policy

Name of Organisation	New Generation Recreation Association
Address including phone No.	91 Station Road, Keadby DN17 3BN
Registered Charity No	1060362
Date Policy Agreed	6th September 2023
Date of Next Review	6th September 2026
Signature of Chair	
Name of Designated Person	Ruth Vollans

Policy Statement

New Generation Recreation Association is committed to the following core values:

1. equality for all
2. a workplace where people are treated with dignity and respect
3. active opposition to all forms of prejudice, discrimination, and harassment whether on the grounds of gender, race, ethnic or national origin, religion, colour, creed, age, class, responsibilities, marital status, gender reassignment, pregnancy, sexual orientation, ability or mental health and HIV/Aids status.

All employees/volunteers are required to work within this Policy. New Generation Recreation Association is committed to creating a fair, non-discriminatory environment where all people will be treated with dignity and respect. A failure to comply with the principles below will be treated seriously and will result in the use of New Generation Recreation Association's disciplinary procedures. New Generation Recreation Association is an equal opportunities employer and provider of services to all who seek our assistance.

As a provider of services

- a) New Generation Recreation Association admits anyone, without discrimination, who wishes to use our facilities providing s/he does not abuse anyone else or New Generation Recreation Association building.
- b) We do not tolerate violence, abuse or harassment. Our visitors must feel free to use our services without fear of discrimination from employees' volunteers, management board members or anyone else.

As an employer

- a) We will require all our employees, volunteers, and anyone else acting on our behalf to support this policy statement and act in accordance with it. Discrimination, abuse or harassment towards service users, volunteers, employees and board members is a disciplinary matter (this includes remaining inactive in the presence of such discrimination, abuse or harassment).
- b) We will not discriminate against any applicant, service user, volunteer, employee or management board member on the grounds of their religious beliefs or lack of them.
- c) NEW GENERATION RECREATION ASSOCIATION will ensure equality of opportunity exists for all job applicants, prospective employees and current workers.

Employees with disabilities

In all cases of sickness absence, the Manager must ascertain if the ill health or mental health of the employee comes under the definition of disability as defined within the Disability Discrimination Act 1995 and act accordingly. In general, this will mean considering whether 'reasonable adjustments' can be made to the employee's working environment or to his or her job description to accommodate the disability. This may involve seeking specialist advice from an appropriate employment/disability agency. Where no reasonable adjustment is identified or where the resources of the organisation make such an adjustment impossible or impracticable, then consideration of capability of continuing the role will take place.

Working within the Social Model of Disability New Generation Recreation Association exists to provide equal opportunities (in all areas of training, employment and volunteer work) to disabled people and to other groups of people from within our community who may experience disadvantage

By disabled people we mean ALL those who encounter social, attitudinal, and physical barriers because of society's failure to take account of their impairments, whether physical, sensory, or mental. Our target groups therefore include not only those people with physical and sensory impairments, but also those who have experienced learning and/or mental health difficulties

We are committed to redressing the discrimination widely experienced by disabled people in the wider society. We seek to reflect this commitment not only in our external activities but also in our internal policies and practices.

Within this commitment, we still strive to ensure that ALL people we deal with are treated on their merits — irrespective of their age, impairment, race, ethnic or national origin, religion or belief, gender, marital status, sexual orientation, or dependants except in circumstances where positive action would be in the best interests of the individual or/and those in receipt of our services. We will also seek to identify sections of the disabled community who are underrepresented in our work, whether as clients, staff or volunteers and will take positive action to ensure that the opportunities available are both truly accessible and made known to members of those groups.

We accept our responsibilities under all statutory legislation including the Equalities Act (2010), the Sex Discrimination Act (1975 and 1978), the Race Relations Act (1976), the Disability Discrimination Act (1995), The Employment Equality (Religion or Belief) Regulations (2003) and any other statutory Act or recommendation that complements or supersedes these.

We believe that all people we work with are entitled to fair and equal treatment within our stated policies, and we welcome all feedback (whether positive or negative) on how well we are living up to our beliefs. If anyone has concerns about the way in which we have treated them, we encourage them to seek an explanation, and, if still dissatisfied, to make a formal complaint or register a grievance so that we may address their concerns.

Diversity

New Generation Recreation Association understands that diversity is about valuing people as individuals and harnessing differences and potential. Promoting diversity in our day-to-day communication and activities ensures we can meet different needs creatively. Diversity considers all factors including age, disability, race, sex, personality, background, where a person lives, political affiliation and work style. The business case for diversity is founded on the premise that harnessing differences will create a productive environment in which everyone feels valued, where their talents are fully utilised, and employee and customer needs better met and therefore overall organisational goals more efficiently met.

Related Policies

This policy statement must be read in conjunction with New Generation Recreation Association's Adult safeguarding and Child Safeguarding Policies

Review of practice

We will regularly review our daily practice and the above stated commitments to ensure that our Equality and Diversity Policy is as up-to-date and thorough as possible and formally review this document every 3 years.

