



Registered Charity Number 1058931

www.pdccf.org

Equality & Diversity Policy

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Authorised: Dr Martin Hussey, PDCCF Chair
on behalf of the PDCCF trustees

Updated: September 2022

Review Date: August 2023

Equality & Diversity Policy

The Poole and District Children's Cancer Fund is committed to encouraging equality and diversity and eliminating unlawful discrimination.

The aim is for the PDCCF to be representative of all sections of society and for each member of the charity to feel respected and able to give their best.

The Charity, in carrying out its work, is also committed against unlawful discrimination of any member of the public.

We actively challenge discrimination, stereotyping and bias within the Charity and in with any of the individuals and Families we work with.

Purpose

The policy's purpose is to:

- a. provide equality, fairness, and respect for all in our trustees and charity members.
- b. not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation
- c. oppose and avoid all forms of unlawful discrimination. This includes dealing with grievances and discipline.

Commitments

The Charity commits to:

- a. encourage equality and diversity as they are good practice.
- b. create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of individuals are recognised and valued
- c. This commitment includes educating all trustees about their rights and responsibilities under the equality policy. Responsibilities include conducting themselves to help the Charity provide equal opportunities, prevent bullying, harassment, victimisation and unlawful discrimination
- d. take seriously complaints of bullying, harassment, victimisation and unlawful discrimination. Such acts will be dealt with as misconduct under the Charity's grievance and/or disciplinary procedures, and any appropriate action will be taken.

- e. Help and encourage charity trustees and other volunteers to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the Charity
- f. decisions concerning trustees and other volunteers will be based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act)
- g. reviewing practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law
- h. assessing how the equality policy, and any supporting action plan, are working in practice, reviewing them regularly, and considering and taking action to address any issues.

The successful achievement of these commitments necessitates a contribution from everyone and trustees have an obligation to report any act of discrimination known to them. If a trustee or other volunteer considers that they are a victim of unlawful discrimination they may raise the issue through the charity grievance procedure.

Trustees

Charity trustees may expect the following:

- to be treated with respect and supported in their work for the charity
- to be protected by our equality and diversity policy
- protection from harassment, bullying and discrimination
- to have investigated fully, any complaint of harassment, bullying or discrimination through the grievance procedure
- to work within a safe and comfortable environment.

Families

Each child and their family may expect the following from the PDCCF:

- to be treated with respect and according to individual needs
- not to be discriminated against on the grounds of age, disability, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation, family unit
- protection from discrimination, harassment and bullying
- to have investigated fully, any complaint of harassment, bullying or discrimination through the grievance procedure