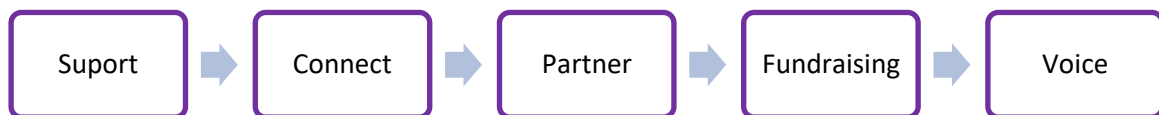




Long Eaton Settlers Legacy Association

Equality, Diversity and Inclusion Policy

The **Long Eaton Settlers Legacy Association (LES�A)** is a **community** voluntary Association, and not an employer and exists to primarily support the Long Eaton Windrush Generation and their descendants, with its activities, participation and services including the friends and allies of the Windrush generation and the wider community. The activities by which LESLA will carry out its aims are by actions carried out under its five pillars.



- LESLA is committed to and values equality, equity, diversity and inclusion in all we do. In carrying out the activities and actions in accordance with the five pillars LESLA is also committed to treat everyone equally within the context of their activity, regardless of sex, ethnic origin, religion, disability, age, sexual orientation or political persuasion.
- All Management Committee officers who due to the nature of the Association and its specific focus will be a Windrush Generation or a descendant. All members have a responsibility to challenge discriminatory behaviour and promote equality of opportunity. LESLA will deal with any incidence of discriminatory behaviour seriously, according to its Constitution and Code of Conduct.
- LESLA recognises that it has moral and social responsibilities that go beyond the provisions of 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.

Our Policy's Purpose

This policy's purpose is to:

1. Provide equality, equity, fairness and respect for all our members, volunteers, the wider public, vendors/suppliers and anyone we interact with.
2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
 - age
 - disability
 - gender reassignment
 - marriage or civil partnership
 - pregnancy and maternity
 - race (including colour, nationality, and ethnic or national origin)
 - religion or belief
 - sex
 - sexual orientation
3. Oppose and avoid all forms of unlawful discrimination. This includes where applicable to this voluntary Association in:
 - pay and benefits
 - terms and conditions of employment
 - dealing with grievances and discipline
 - dismissal
 - redundancy
 - leave for parents
 - requests for flexible working
 - selection for employment, promotion, training or other developmental opportunities

Our Commitments

The organisation commits to:

- Ensuring equality of access to all its services and is working to ensure that all the services it provides now and, in the future, directly and through its membership are accessible to all. As far as possible, services offered will be flexible and responsive to the changing needs of the community in which they are offered.
- Working to ensure that its membership is widely representative of the community. To achieve this, we undertake to:
 - Promote an open and honest culture that values diversity.
 - Communicate widely, ensuring that our messages can be understood and appreciated by all.
 - Positively encourage the involvement of all people, regardless of their gender, race, disability, age and social background.

- Work to redress the effects of discrimination.
- Change attitudes and working practices to ensure that everyone can feel a valued member of the Association.

Membership of LESLA will be denied to groups or individuals that openly support discrimination or discriminatory practices.

- Wherever possible, take care to provide services in premises which are accessible and inviting to all members of the community. Steps are taken to be as inclusive as possible when arranging meetings, in terms of timing, geographical location, and physical space. Adaptations that may be required to existing premises and practices will be considered as the matter is raised.

LESLA recognises that not everyone has access to personal transport or is able to use it and endeavours to plan its services and activities with this in mind.

- Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions are recognised and valued.
- Everyone understanding they, as well as us, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow members, customers, suppliers and the public,
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.
- Make decisions concerning volunteers being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

Why have this Policy?

LESLA recognises, respects and values diversity in its, volunteers and service users. The Association has this policy because it is a people-led organisation that must always ensure it meets the needs of the Windrush Generation and their descendants and the wider community through fair and appropriate development of the people who volunteer for the Association. (Excluding Management Committee Officers who must have the skills and expertise to hold such posts and hold a level of Accountability).

Responsibility for Implementation

This policy covers the behaviour of all people volunteering or serving as a Management Committee member or using the services and sets out the way they can expect to be treated in turn by LESLA.

The overall responsibility for ensuring adherence to and implementation of this policy lies with the Management Committee.

Method of Implementation

LESLA intends to implement this policy by:

- Ensuring that the Management committee, volunteers and Members are made aware, understand, agree with, and are willing to implement, this policy.
- All members and volunteers will be given a copy of this policy.
- All Management Committee and volunteers to participate in anti-discriminatory training and making time and resources available for such training.
- Monitoring the services, publicity and events provided by LESLA, to ensure that they are accessible to all sections of the Windrush Generation, their descendants and wider community.

Monitoring and Reviewing

LESLA has stated its commitment to establishing, developing, implementing and reviewing a policy of equality of opportunity.

Effective record keeping and monitoring, and acting on information gathered, are essential in order to measure effectiveness and plan progress.

The management committee will review the policy annually. Next review October 2025