

Rutland Parent Carer Voice (RPCV) Equality and Diversity Policy

Rutland Parent Carer Voice is dedicated to celebrating diversity, promoting equality, fostering equal opportunities, and tackling discrimination in all aspects of its work. This policy should be read in conjunction with all other RPCV policies, and any changes in service delivery will align with this commitment.

Key Principles

- All individuals and groups will be treated with respect and valued equally.
- No person, regardless of their needs, should experience disadvantage in their interactions with RPCV.
- RPCV actively promotes race equality, encourages reporting of racist incidents, and takes action to reduce their occurrence while supporting victims.
- RPCV is committed to making itself accessible to everyone.
- Meetings and events will be planned to ensure accessibility for all.
- RPCV will regularly review its policies and procedures to ensure compliance with legislation and best practices in equality and diversity.

Race

RPCV actively promotes racial equality in all of its work:

- We celebrate diversity, promote racial equality, foster equal opportunities, and tackle discrimination in everything we do.
- No representative, meeting attendee, or steering group member will be treated less favourably based on race or subjected to unjustified conditions or requirements.
- A person's race has no bearing on their ability to perform their duties, represent the region, or participate in meetings.
- Racism and racial harassment will not be tolerated and will be challenged when encountered.

Disability

The Disability Discrimination Act defines a disabled person as having "a physical or mental impairment that has a substantial or long-term adverse effect on their ability to carry out normal day-to-day activities." This includes a wide range of physical, sensory, and mental disabilities, such as chronic mental health conditions and learning disabilities:

- RPCV seeks to identify and remove any policies or practices that disadvantage individuals with disabilities from contributing their views or representing the region.
- People with disabilities will receive full and equal consideration. No representative, meeting attendee, or steering group member will be treated less favourably due to disability or subjected to unjustified conditions.
- Disabled members will be supported in accordance with the Disability Discrimination Act and receive additional support as needed.
- RPCV will ensure that only accessible public buildings are used.

Age

Age-related issues must consider institutional age discrimination and how to remove it:

- No representative, meeting attendee, or steering group member will be treated less favourably based on age or subjected to unjustified conditions.

Gender

RPCV recognizes the importance of work-life balance and family and caring commitments of both men and women. Harassment of steering group members based on gender will not be tolerated:

- No member will receive less favourable treatment due to gender or be subjected to unjustified conditions.
- A person's gender has no bearing on their ability to be part of the forum, represent the region, or participate in meetings.

Religion and Belief

Legislation on discrimination based on religion and belief covers any religion, religious belief, or similar philosophical belief, but does not extend to purely political or philosophical beliefs unless they are similar to a religious belief:

- RPCV will not tolerate harassment based on religion or belief.
- No member will receive less favourable treatment due to their religion or belief.
- RPCV will balance service needs with religious observance sensitively.

Sexual Orientation

Legislation on discrimination based on sexual orientation covers homosexual, heterosexual, and bisexual individuals but does not extend to sexual practices or sexual offences:

- RPCV will not tolerate harassment of steering group members based on sexual orientation or gender reassignment.
- No steering group member will be treated less favourably due to sexual orientation or gender reassignment or be subjected to unjustified conditions.
- A person's sexual orientation or gender identity has no bearing on their ability to represent the forum or participate in meetings.

This policy reflects RPCV's commitment to creating an inclusive environment where all members are treated with fairness, dignity, and respect, and where diversity is celebrated.