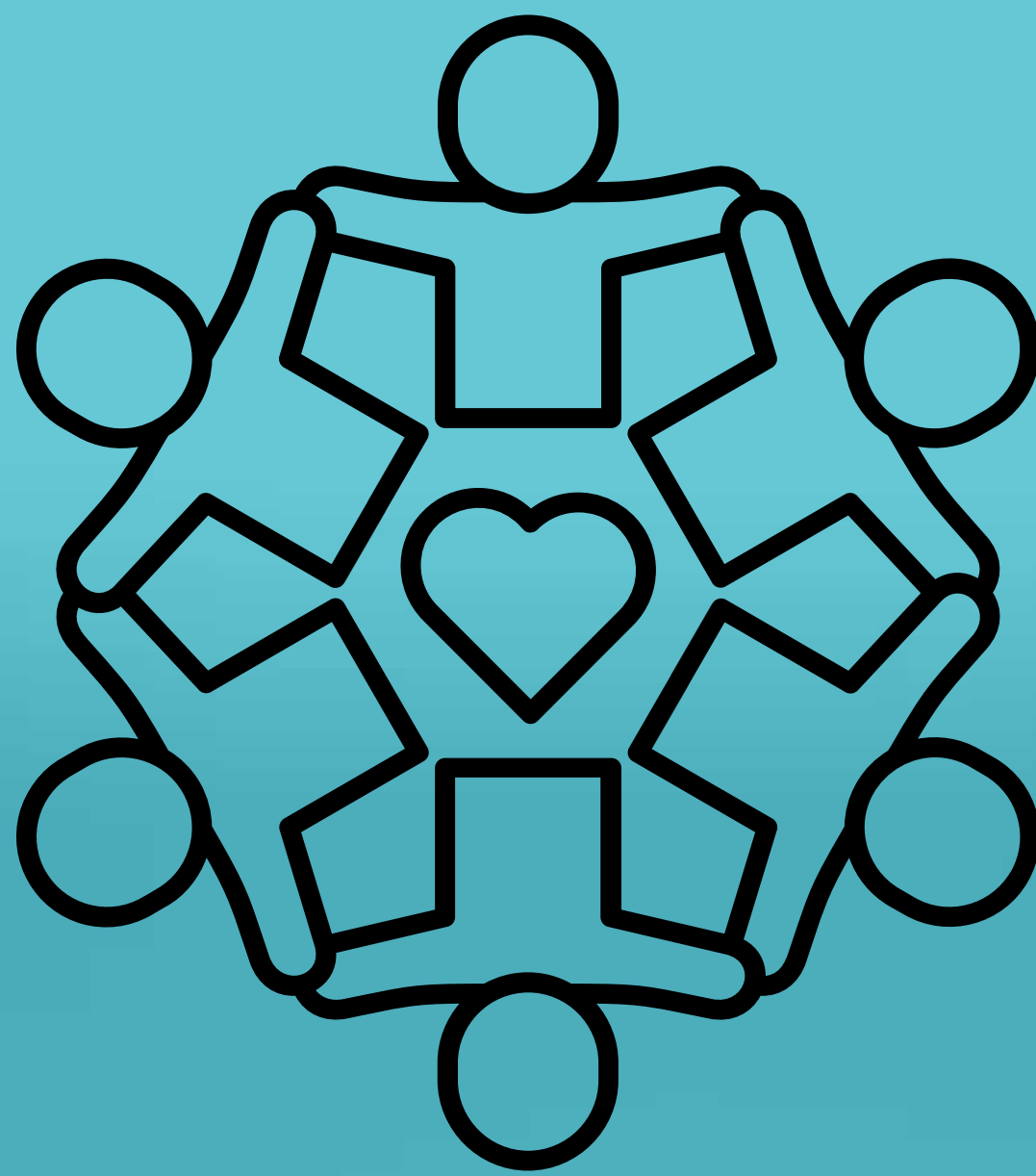


Equality and Diversity. Onboarding Document

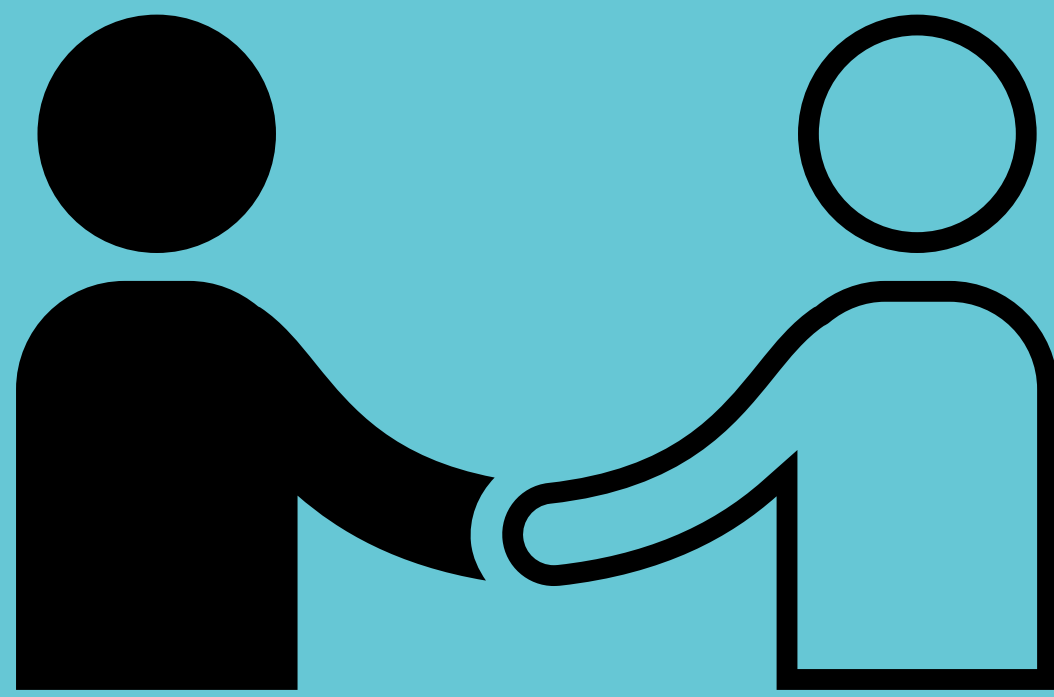


**DUNDEE VOLUNTEER
& VOLUNTARY ACTION**

Charity Number SC00487
Company SC093088

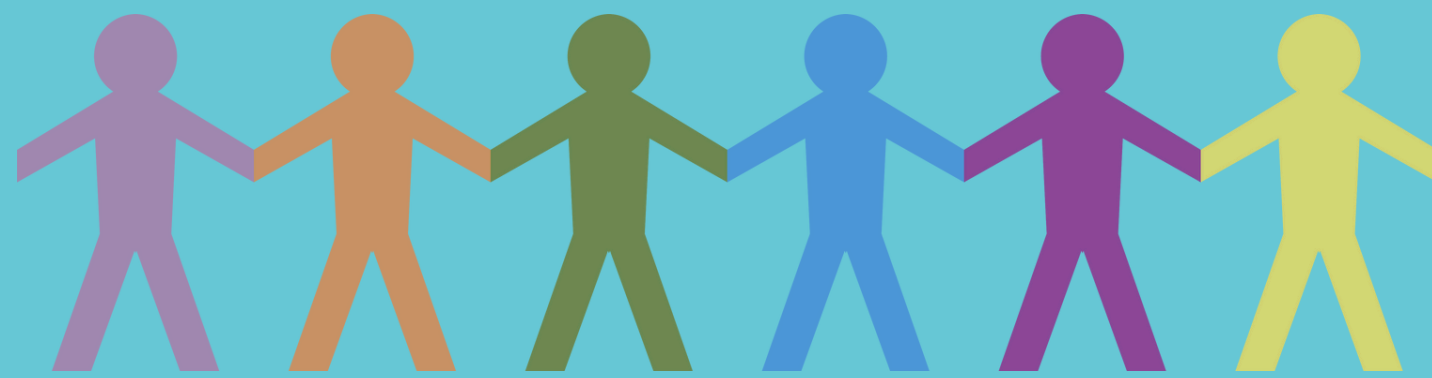
Equality:

Equality can be described as breaking down barriers, stopping discrimination and ensuring equal access and opportunities. This is supported and protected by legislation.



Diversity:

Diversity is the range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs. Each person is an individual with visible and non-visible differences and by respecting this everyone can feel valued for their contributions. This is beneficial not only for the individual but for organisations too. Equal opportunities and diversity work together by addressing the inequalities and barriers which may be faced by people in society.



The Equality Act came into force on 1 October 2010. The Act defines direct discrimination as less favourable treatment because of a “protected characteristic.”

The “protected characteristics” under the Equality Act 2010 are;

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (which includes colour, nationality and ethnic or national origins)
- Religion or belief
- Sex
- Sexual orientation
- Indirect discrimination against individuals because they have a relevant “protected characteristic” is also covered.

People face discrimination for a number of reasons, so this is not an exhaustive list.

We are committed to promoting equality, diversity and a culture that actively values difference. We recognise that people from different backgrounds and experiences can bring valuable insights to the workplace which will enhance the delivery of services.



We have created the statements below which will help inform you how we expect to ensure equality and diversity -

During the time you are volunteering you can expect that we;

- will actively promote an inclusive environment where all individuals are treated with respect and dignity, regardless of their background.
- will follow a recruitment process that is free from bias, discrimination, or favouritism based on age, gender, race, religion, sexual orientation, disability, or any other characteristic.
- will keep equal access to opportunities for training, leadership, and advancement, irrespective of your personal characteristics or background.
- will ensure that volunteering roles and events are accessible to people with disabilities. This includes providing reasonable adjustments, such as accessible venues or communication materials.

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- have a zero-tolerance policy for any form of harassment or discrimination, whether based on race, gender, disability, or any other protected characteristic.
- want volunteers to speak up about concerns related to equality and diversity without fear of retaliation.
- will recognise volunteers for their contributions, regardless of their background. Acknowledgment of achievements should be unbiased and inclusive.
- have equal opportunities for volunteers to provide feedback on their experiences, including how the organisation is supporting diversity and inclusion and the feedback should be taken seriously.
- will regularly evaluate our diversity and equality practices, ensuring they meet the needs of all volunteers and stakeholders and adapt where necessary.



We ask that you agree to the following -

- Volunteers should treat everyone—whether colleagues, beneficiaries, or members of the community—with respect, regardless of their race, gender, religion, disability, sexual orientation, or any other characteristic.
- Volunteers should familiarise themselves with, and follow the organisation's equality and diversity policies, ensuring that their actions align with the organisation's commitment to fairness and inclusivity.
- Volunteers should demonstrate cultural sensitivity, being mindful of different cultural norms, values, and traditions when interacting with others.
- Volunteers should use inclusive and respectful language, avoiding derogatory terms, stereotypes, or offensive language that could hurt or alienate others.
- Volunteers should listen to others with empathy, ensuring that all voices are heard and that all individuals feel valued and included.
- If volunteers witness or experience discriminatory or harassing behaviour, they should report it promptly according to the organisation's procedures.

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- Volunteers should encourage and support the participation of all individuals in activities and discussions, making efforts to ensure that no one feels excluded.
- Volunteers should be aware of their own biases and work to overcome them. This includes reflecting on their actions and being open to feedback from others.
- Volunteers should be mindful of how they discuss or share information about diversity-related issues, being sensitive to the experiences and concerns of others.
- Volunteers should show a willingness to adapt their practices based on new insights, feedback, and training related to equality, diversity, and inclusion.





By adhering to these expectations, volunteers help foster a respectful, inclusive, and supportive environment within the Children and Families organisations, ensuring that commitment to equality and diversity is upheld.

We aim to be inclusive and value diversity, and respect and build upon this; where equality of opportunity is provided to all and where the working environment is free from any form of harassment and bullying.