



Equality and Diversity Policy

The purpose of this policy statement is to define how The Fix it Group 23 will tackle social exclusion, inequality, discrimination and disadvantage.

Equality and diversity are central to the work of The Fix it Group 23.

The group will treat all people with dignity and respect, valuing the diversity of all. It will promote equality of opportunity and diversity. It will eliminate all forms of discrimination on grounds of race, gender, marital status, caring responsibilities, disability, gender reassignment, age, social class, sexual orientation, religion/ belief, irrelevant offending background or any other factor irrelevant to the purpose in view.

This policy covers the behaviour of all people employed or volunteering in the group or using the services and sets out the way they can expect to be treated in turn by the group.

The Fix it Group 23 aims to:

- Provide services that are accessible according to need
- Promote equality of opportunity and diversity in volunteering, employment and development
- Create effective partnerships with all parts of our community

Objectives

The Fix it Group 23's objective is to realise its standard by:

- Sustaining, regularly evaluating and continually improving its services to ensure equality and diversity principles and best practice are embedded in our performance to meet the needs of individuals and group

- Working together with the community to provide accessible and relevant service provision that responds to service users' needs
- Ensuring volunteers and trustees are representative of the community served and the recruitment procedures are fair and robust
- Responding to volunteer's needs and encouraging their development to increase their contribution to effective service delivery
- Recognising and valuing the differences and individual contribution that all people make to the group
- Challenging discrimination
- Providing fair resource allocation
- Being accountable

Code of Conduct

- People will be treated with dignity and respect regardless of race, nationality, sex, sexual orientation, gender reassignment, disability and/or age.
- At all times people's feelings will be valued and respected. Language or humour that people find offensive will not be used, e.g. sexist or racist jokes or terminology which is derogatory to someone with a disability.
- No one will be harassed, abused or intimidated on the grounds of their race, nationality, sex, sexual orientation, gender reassignment, disability or age. Incidents of harassment will be taken seriously.

Racial harassment

The Fix it Group 23 will not tolerate any form of racial harassment. The group will challenge racist and discriminatory remarks, attitudes and behaviour from volunteers, visitors, venue staff and from any other person on the premises during our events.

Promoting equal opportunities

The trustees are responsible for ensuring that:

- Volunteers receive relevant and appropriate training
- The Equalities policy is consistent with current legislation and guidance
- Appropriate action is taken wherever discriminatory behaviour, language or attitudes occur

Accessibility

We are committed to ensuring any member of the community is able to attend our events. All of our events are held in venues that are accessible.

Mountsorrel Memorial Centre Venue (MMCV Repair Café) facilities:

- Accessible parking
- Disabled access throughout the building
- Adapted toilets on two floors
- Working dogs are welcome

The Bradgate Arms Pub (Bradgate Arms Repair Café) facilities:

- Accessible parking
- Accessible access
- Adapted toilet
- Dog friendly

Volunteer Recruitment

At all points during the recruitment process, The Fix it Group 23 will comply with the Equality Act 2010 to ensure the fair and equal treatment of volunteers of different gender, race, and sexual orientation etc.

Challenging inappropriate attitudes and practices

We will challenge inappropriate attitudes and practices by engaging children and adults in discussion, by displaying positive images of race and disability, and through our volunteers and trustees modelling anti-discriminatory behaviour at all times.

If anyone feels they have been discriminated against by The Fix it Group 23 or harassed at one of our events they should raise this with the trustees in line with the group's Complaints and Whistleblowing Policy.

Guidance

[Equality Act 2010](#)

[Your rights under the Equality Act 2010](#)

Version Control - Approval and Review

This policy was adopted by The Fix it Group 23, a community interest organisation.

| Version Number | Approved By | Approval Date | Main Changes | Review Period |
|----------------|-------------------|---------------|-------------------------|---------------|
| 1.0 | Board of Trustees | Nov 2024 | Initial draft approved. | Annually |