



## Equality Policy

Adopted by Trustees on 13<sup>th</sup> May 2020

Next Review on 6<sup>th</sup> September 2024

We aim to make the values of equality, diversity and respect for all fundamental to everything that we do.

This policy applies to all Trustees, staff, volunteers, committee members, users and the general public.

## Equality, Diversity and Inclusion Statement

Axminster and Lyme Cancer Support will seek to ensure that no-one is discriminated against, by any characteristic<sup>1</sup>, in the planning and delivery of our activities. We believe that a culture that embraces equality and values diversity within the communities we serve will help us to ensure that everyone can feel involved and included in our plans, programmes and activities.

We aim to create and maintain an environment which respects and welcomes all, and within which no form of bullying, harassment, disrespectful or discriminatory behaviour, is tolerated.

We are committed to respecting the privacy of members and others with whom we come into contact<sup>2</sup>. We welcome and greatly value openness within our organisation but expect all individuals to treat any personal information received as confidential.

We recognise that income or the lack of it can potentially limit access to therapies or activities. We therefore aim to help reduce healthcare inequalities by subsidizing recognized complementary therapy treatments for those who are unable to afford it themselves. No individual will be refused support or discriminated against on the grounds of financial status.

We work within the spirit and the practice of the Equality Act 2010 by promoting a culture of respect and dignity and actively challenging discrimination, should it ever arise.

### Accessibility

We are committed to using accessible venues for events and meetings as far as practical, and to using plain English and offering accessible communications as far as it is within our means to do so.

### Procedures

#### Responsibility for Implementation

This policy covers the behaviour of all people employed or volunteering in Axminster and Lyme Cancer Support or using the services and sets out the way they can expect to be treated in turn by Axminster and Lyme Cancer Support. The overall responsibility for ensuring adherence to and implementation of this policy lies with the Trustees, staff and the Committee.

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<sup>1</sup> This refers to the protected characteristics of sex, gender reassignment, race, disability, age, sexual orientation, religion or belief, marriage and civil partnership and pregnancy and maternity.

<sup>2</sup> Detail is given in our Privacy Notice and our Data Protection Policy.

## Method of Implementation

Axminster and Lyme Cancer Support intends to implement this policy by:

- Ensuring that it is a condition of paid employment in Axminster and Lyme Cancer Support
- Ensuring that Trustees, Committee, volunteers and users are made aware, understand, agree with, and are willing to implement, this policy. All staff and volunteers will be given a copy of this policy as part of their induction
- Actively encouraging Trustees, staff, 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 Axminster and Lyme Cancer Support, to ensure that they are accessible to all sections of the population and do not discriminate.

## Monitoring and Reviewing

Axminster and Lyme Cancer Support has declared 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 Committee will review the policy annually.