



Monaghan Integrated
Development

Monaghan Integrated Development CLG



Monaghan Volunteer Centre

Equality and Diversity
Policy and Procedures

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Next Review		Responsibility	CEO/Directors

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1. Policy

<p>1.1 Policy Statement</p>	<p>Monaghan Integrated Development CLG is committed to taking action to promote equality and to value diversity. We will work to address unfair treatment, discrimination and prejudice within the workplace, in our work with volunteers, organisations and in the wider community and voluntary sector. We recognise that every individual has a right to equal recognition and fair and appropriate treatment and opportunities regardless of their: gender, marital status, family status, sexual orientation, religious belief or lack of religious belief, age, disability, race, colour, nationality or ethnic or national origin or membership of the travelling community. In order to achieve our commitment to equality and diversity, we will:</p> <ul style="list-style-type: none"> • Work with communities and groups whose full participation in society is limited by economic and social disadvantage and/or discrimination. • Deliver equality and diversity throughout organisational policies, procedures and practice and develop an ethos which respects and values all people. • Challenge discrimination and lack of opportunity and encourage other individuals to do the same • Actively promote equality of opportunity. • Create a culture that respects and values an individual's differences and recognises that difference/diversity is an asset to our organisation. • Strive to eliminate all forms of unfair discrimination, bullying, harassment or other oppressive behaviour. • Take positive action to provide encouragement and support to individuals and groups whose progress has been limited by stereotyping and cultural expectations. • Ensure all employees, volunteers and collaborative partners are aware and encouraged to support the objectives of this policy. • Promote good relations amongst people within the organisation and the wider communities within which we work • Strive to remove barriers which limit or discourage access to the organisation's services.
<p>1.2 Purpose</p>	<p>The policy aims to create an environment in which individual differences and the contributions of all employees and volunteers are recognised and valued and to ensure compliance with our legal obligations.</p>
<p>1.3 Scope</p>	<p>This policy and the principles of non-discrimination and equality of opportunity apply to all employees and volunteers. This includes job advertisements, recruitment and selection, training and development, opportunities for promotion, conditions of employment, pay and benefits, conduct at work, disciplinary and grievance procedures and termination. It also applies to how staff and volunteers deal with service users and anyone else dealt with in the course of business.</p>

1.4 Responsibilities

All staff, volunteers and board/steering committee members have a responsibility to:

1. Contribute to an environment that embraces diversity, ensuring their behaviour and actions do not amount to discrimination, harassment, bullying or victimisation in any way.
2. Ensure that the policy and procedures are put into practice.
3. Commit to acting as equality and diversity champions for the organisation.
4. Show an understanding of the benefits of equality and diversity.
5. Attend or complete any training provided or recommended by the organisation.
6. Draw attention to any instances of apparent discrimination or issues relating to this policy.
7. Work in a way that demonstrates a commitment to diversity.
8. Refrain from any form of discrimination

MID Board

- Has overall responsibility for the implementation of the policy and procedures.
- Delegating day to day operational activities to the CEO.
- Ensuring resources are in place to meet the requirements of this policy.
- Ensuring the policy and procedures are adequate, up-to-date, in line with legislative requirements and systematically reviewed.

CEO

- Ensures policies and procedures are in place and implemented to comply with all applicable legislation.
- Ensures the organisation implements and follows its equality and diversity policies and codes of practice and meets its legal responsibilities.
- Ensures that all staff and volunteers know their responsibilities and receive the necessary support and training.
- Ensures a consistent and high-profile lead on equality and diversity.
- Ensures promotion of equality and diversity inside and outside the organisation.
- Ensures relevant procedures and actions are followed in cases of unfair discrimination, harassment or bullying.
- Deals with concerns arising out of the implementation of this policy.

Staff / Directors

- Cooperate with the organisation to ensure that this policy is effective.
- Promote equality and diversity, and avoid unfair discrimination.
- Participate in reviewing the existing policy and procedures.
- Challenge and report any incidents of unfair discrimination, racial, sexual or other stereotyping perpetrated by staff and/or volunteers.
- Participate in equality and diversity training.