



## **PCRS Equality, Diversity and Inclusion Policy**

PCRS respects and values diversity in its Trustees, employees, volunteers, and members and recognises the strength, value and benefits that such diversity and inclusion bring.

PCRS is committed to equal opportunities and encourages diversity and seeks to implement a policy of equal opportunities [and inclusion](#) in all areas of its work and responsibilities.

This policy applies to all directors/Trustees, committee members, staff and volunteers and contractors.

This policy will be delivered through action planning, effective monitoring, and a willingness to raise, speak freely and tackle problems where they arise.

### **Diversity**

PCRS treats all people with dignity and respect, valuing the diversity of all. We seek to eliminate all forms of discrimination on grounds of professional status, race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social standing, sexual orientation, refugee status, ethnic or national origin, religion/ belief, irrelevant offending background, or any other factor irrelevant to the purpose in view.

Our aim is to ensure that PCRS is truly representative of all sections of society, that our membership, Trustees, Committees, staff and contractors reflects the community we serve and that our activities address the needs, perspectives and diversity of different backgrounds.

### **Equal opportunities**

We are committed to taking practical steps to address inequality and discrimination by complying with relevant legislation and developing best practice. No Chief Executive, trustee, committee member, professional member, or volunteer should receive less favourable treatment because of a protected characteristic that they might have. Nor will such a person be disadvantaged by conditions or requirements, which cannot be shown to be justifiable.

We will strive to ensure that training, development, and progression opportunities are available to all regardless of their background.

We will strive to ensure that our working practices accommodate diversity and promote equal opportunities for all.

### **Inclusion**

PCRS encourages all those it works with to contribute to an environment in which people feel comfortable expressing how they feel and what they need, knowing that they will be treated with respect and that their contribution will be valued.

PCRS seeks to establish an inclusive culture, one that thrives on diversity, individual differences, knowledge, experience and self-expression. We recognise that such an environment promotes innovation, motivation, inspiration and benefits our organisation, our charitable activities, and the community we service.

### **Our commitment:**

- To encourage, promote and celebrate diversity and inclusion in all PCRS's activities and services and to recognise and value the differences and individual contribution that all people make to PCRS.
- To ensure that the organisation is representative of the community we serve and that the appointment policies for committee members and Trustees promote equality of opportunity, diversity and that they are fair and robust.
- To ensure compliance with legislation on discrimination and equality and to actively seek and implement best practice where possible.
- To create environments free from harassment and discrimination.
- To make a willingness to accept and implement this policy to be a necessary qualification for any trustee or committee position in PCRS.
- To confront and challenge discrimination and/or exclusion where and whenever it arises.

- To ensure through positive action and, so far as is practicable, that all the services of PCRS are accessible to all people.
- To not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation.

### **Responsibility for Implementation**

The overall responsibility for ensuring adherence to, and implementation, of this policy lies with the Board of Trustees and Chief Executive of PCRS.

### **Method of Implementation**

PCRS intends to implement this policy by:

- Ensuring that Chief Executive, trustees, committee members, working groups, volunteers, contracted staff and members, reflect and take full advantage of the diversity of the community we serve.
- Ensuring that Chief Executive, trustees, committee members, volunteers, contracted staff and members are made aware, understand, agree with, and are willing to implement, this policy. All trustees and committee members will be given a copy of this policy as part of their induction.
- Taking measures to ensure that the services, publicity, and events provided by PCRS, are accessible to all sections of the population, do not discriminate, and take active steps to ensure that participation is representative and inclusive.
- Nominating a dedicated Equalities Advocate for key committees such as the Executive Committee, Education Committee, Conference Organising Committee, Service Development Committee and Policy Forum, to ensure our activities, messaging and strategy works for and serves the full spectrum of diversity within our community and membership.

The Chief Executive, trustees, committee members and those working in positions of authority within the organisation are encouraged to undertake free online learning available from these outlets to challenge thinking and raise awareness of diversity and equality issues:

<https://www.udemy.com/course/gender-equality-and-sexual-diversity/>

<https://www.grovo.com/addressing-unconscious-bias>

<https://www.coursera.org/learn/diversity-inclusion-workplace>

<https://www.futurelearn.com/courses/diversity-inclusion-awareness>

### **Monitoring and Review**

PCRS will regularly review the implementation and impact of its Equality, Diversity, and Inclusion Policy.

Where there is evidence of ineffectiveness, immediate remedial action will be taken to ensure implementation. The Chief Executive and trustees will review and approve policies, procedures and practices that impact on equal opportunities and diversity practice.

The Chief Executive and trustees will review this policy every two years.

**Approved by PCRS Trustees: October 2020**

**Date of next review: October 2022**