



Deaf Parenting UK

# **Equality & Diversity Policy**

**2008**

## **Equality & Diversity Policy**

**Deaf Parenting UK's equality & diversity procedures aim to help everyone involved in the organisation to counteract and eliminate both direct and indirect discrimination in decision making, employment practices and service provision and to ensure that our services strive to achieve equality of opportunity for all.**

Deaf Parenting UK aims to provide a welcoming and caring environment that promotes and reflects cultural and social diversity and is equally accessible to all.

Deaf Parenting UK will endeavour to challenge any offensive behaviour, language or attitudes with regards to race, ethnicity, nationality, class, religion, culture, gender, language, sexual orientation and disability.

Deaf Parenting UK recognises that achieving the objectives of our equality and diversity policy relies on the active involvement of deaf parents and professionals working with deaf parents and as such, Deaf Parenting UK will both welcome and encourage participants to get involved in the running and management of the organisation and comment on the effectiveness of its policies and procedures.

Deaf Parenting UK will facilitate regular opportunities for consultation with deaf parents and professionals working with deaf parents about the service that the organisation provides, as a means of monitoring the effectiveness of the equality and diversity policy.

### **Equality & Diversity procedures: -**

**To realise the Deaf Parenting UK's objective of creating an environment free from discrimination and welcoming to all, Deaf Parenting UK will:**

- Ensure that its services are open and available to all deaf parents/carers.
- Ensure that issues of race, ethnicity, nationality, class, religion, culture, gender, language, sexual orientation and disability does not inhibit deaf parents from accessing Deaf Parenting UK's services.
- Treat all parents/carers with equal concern and value.
- Have regard for promoting understanding, respect and awareness of diversity and equal opportunities issues in planning and implementing the organisation's project developments.
- Ensure that Deaf Parenting UK's recruitment policies and procedures are open, fair and non-discriminatory.
- Ensure that all members of staff are aware of, and understand, the Equality & Diversity policy as it relates to all aspects of its work.

- Encourage and support staff to act as positive role models by displaying and promoting tolerant and respectful behaviour, language and attitudes and challenging any discriminatory incident.
- Treat any member of staff found to be acting, or have been acting, in a discriminatory way, according to the provisions of the Staff Disciplinary Procedures policy. Appropriate action is taken wherever discriminatory behaviour, language or attitudes become apparent.
- Work to fulfil all the legal requirements of the Sex Discrimination Act 1975, the Disability Discrimination Act 1995, the Human Rights Act 1998 and the Race Relations (Amendment) Act 2000.

**The Chair will be responsible for ensuring that the Equality & Diversity policy is implemented and that its effectiveness is regularly monitored. The Chair will be responsible for ensuring that:**

- Member of staff /volunteers to receive appropriate professional development training.
- The Equality & Diversity policy is consistent with current legislation and guidance.
- All Deaf Parenting UK's policies and procedures will be kept under review to ensure they do not operate in a discriminatory manner or in anyway against its commitment to equal opportunities.
- Ensure that response to concerns or complaints are carried out effectively.