



# East Sussex Community Voice

## Equality and Diversity Statement

### Policy Schedule

Version	Date of next review by ESCV Board	Date of adoption by ESCV Board
1	n/a	30 <sup>th</sup> March 2021
2	March 2023	
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East Sussex Community Voice (ESCV) has an Equality and Diversity Policy (in line with the Equalities Act 2010) which applies to all staff, Board members, volunteers and partner organisations.

The aim is to make sure that no individual or organisation is discriminated against.

East Sussex Community Voice will also ensure that no person or group of people working with Healthwatch East Sussex, partner organisations or staff should experience victimisation, oppression, harassment or lack of opportunity on the grounds of:

- Age
- Race
- Gender
- Pregnancy (and Maternity/Paternity)
- Marital or civil partnership status
- National or Ethnic Origin
- Disability/impairment (including, but not restricted to: physical, sensory, mental health or invisible impairment, HIV/AIDS status or learning difficulty)
- Language
- Religious beliefs
- Sexual orientation
- Responsibility for dependants/carers
- Trade union activity

This statement should be read in conjunction with the ESCV Policy Statement on the Recruitment of Ex-Offenders and the ESCV Policy on Equality and Diversity.



***Protocol for leading by example on equality and diversity within ESCV***

- Remind people of how ESCV [delivering Healthwatch] develop their priorities and work plans through an evidence-based approach using agreed criteria
- Adhere to the Nolan Principles of conduct in public life
- Remind people that they can see this on the website or ask for it to be sent to them if they are un-sure
- Be careful about the use of language and how this may be perceived by others
- Whether in an office, at a workshop or out at a social event, when on ESCV business or with ESCV colleagues you are always in a professional environment and your language and behaviour should reflect this
- Be confident to approach colleagues if you feel that they are not acting within the values of equality and respecting diversity but always focus on the issue not the person
- Be proportionate when considering if the values of equality and diversity have been breached
- Always speak to others with respect
- Gender/Gender reassignment - the use of pronouns should respect people's gender identify and not be based on assumptions made in relation to appearance, voice, or other characteristics.
- Seek assurance or assistance from colleagues when necessary
- Training needs will be addressed where necessary
- All meetings will be held in fully accessible venues that meet the disability requirements of different groups
- All documents will be accessible and meet the standards set for accessibility