

PROMOTING EQUALITY/VALUING DIVERSITY

Parent Views Count is committed to providing equality of opportunity for the children, young people, families and carers with whom we work. We value and respect their diversity; race, colour, ethnic, or national origins, religion, disability, gender, sexuality, age, marital status, responsibility for dependants, economic status or political values.

Who is affected by the policy?

Everyone is affected by Parent Views Count Promoting Equality/Valuing Diversity Policy. In particular we are committed to preventing discrimination on the grounds of:

- Sexuality: You will be treated equally irrespective of your sexuality,
- Marital Status: You will be treated equally whether you are married, unmarried, widowed, divorced or separated;
- Race: You will be treated equally whatever your race, colour, ethnic or national origin;
- Religion/Faith: We welcome people of all faiths or philosophies - including no faith - who want to make a contribution to this association.
- Disability: We positively welcome people with disabilities;
- Age: You will be treated equally - regardless of your age - in accordance with legislation and Barnardos policies;
- Carers: We will not discriminate against you because you have responsibility for children or other caring responsibilities for dependants;
- Gender reassignment: If you are going through (or have been through) the gender re-assignment process, you will not be discriminated against
- HIV status: We will not discriminate against you if you are HIV positive or have AIDS.

Action

We are endeavouring to understand the nature of discrimination, its roots and how it affects people we represent.

We actively seek out venues for our Parent Views Count forum meetings which offer accessibility to people with disabilities;

We believe that these groups of people are best placed to advise on matters which affect them. We will, therefore, consult with them and listen to them at all stages;

We will continue to check our progress in tackling disadvantage and discrimination by the implementing of a thorough monitoring and evaluation system.

This policy works in corporation with:- Child Protection Statement (1), Complaints Form, Complaints Policy, Confidentiality and Data Protection Statement, Constitution, Expenses Procedures, Health & Safety Rules, Safeguarding Vulnerable Adults Policy, Interim Terms of Reference, Mission Statement and Promoting Equality/Valuing Diversity Safeguarding Procedure.

Signed: Nazia Nazir (Joint Chair)

Signed: Kristin Sanders (Joint Chair)

Date: 27th May 2010