

# Didsbury Good Neighbours

Registered Charity No. 1145943

Company Limited by Guarantee No. 07885159



## Equality, Diversity & Inclusion Policy

Adopted Date: December 2025

Review Date: December 2028

Chair of Trustees: Margaret Wright

**This policy applies to all Didsbury Good Neighbours and Didsbury Pavilion Cafe Ltd trustees, directors, staff and volunteers.**

The policy is to be read in conjunction with DPC Ltd's checklists, risk assessments and procedures (M365)

### **DIDSBURY GOOD NEIGHBOURS**

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Equality, Diversity and Inclusion Policy

Designated Trustee: Anne Higgins ([companysecretary@didsburygoodneighbours.org.uk](mailto:companysecretary@didsburygoodneighbours.org.uk))

Designated Deputy: Jamie Richardson ([manager@didsburygoodneighbours.org.uk](mailto:manager@didsburygoodneighbours.org.uk))

### **Trustees/staff with specific responsibilities:**

All Trustees, Staff and Volunteers are responsible for the implementation of this policy.

Didsbury Neighbourhood Centre, Didsbury Park, Gillbrook Road

Manchester, M20 6WH, 07749 504298

[www.didsburygoodneighbours.org.uk](http://www.didsburygoodneighbours.org.uk) / [info@didsburygoodneighbours.org.uk](mailto:info@didsburygoodneighbours.org.uk)

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## Introduction

DGN and DPC Ltd accept that certain groups or individuals are denied equality on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation.

We welcome the statutory requirements laid down in the Equalities Act 2010 and recognise that we have moral and social responsibilities that go beyond the provisions of the above-mentioned Act and Regulations, and that we should support and contribute to the wider process of change through all aspects of our work and practices in order to eliminate discrimination and promote equality and diversity.

DGN and DPC Ltd are committed to taking positive steps to ensure that:

- All people are treated with dignity and respect, valuing the diversity of all
- Incidents of harassment are taken seriously and that no one is harassed, abused or intimidated on the grounds of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation
- Equality of opportunity and diversity is promoted
- Services are accessible, appropriate and delivered fairly to all
- The mix of our trustees, employees, volunteers and members/clients represents, as far as possible, the broad mix of the population of our local community
- Traditionally disadvantaged sections of the community are encouraged to participate in policy decisions about and the management of the services provided.

## Policy

This policy applies to all Trustees, staff, volunteers, members/clients and customers

## Commitment

Equality, diversity and inclusion are central to DGN and DPC Ltd.

We will treat all people with dignity and respect, valuing the diversity of all.

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We will promote equality of opportunity, diversity and inclusion. We will eliminate all forms of discrimination on grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation or any other factor irrelevant to the purpose in view. We will tackle social exclusion, inequality, discrimination and disadvantages.

For this policy to be successful, it is essential that everyone is committed to and involved in its delivery. Our goal is to work towards a just society free from discrimination, harassment and prejudice. We aim to embed this in all our policies, procedures, day-to-day practices and external relationships.

## Aims

DGN and DPC Ltd aim to:

- Provide services that are accessible according to need;
- Promote equality of opportunity and diversity in volunteering, employment and development;
- Create effective partnerships with all parts of our community.

## Objectives

Our objective is to realise our standards by:

- Sustaining, regularly evaluating and continually improving our services to ensure equality and diversity principles and best practice are embedded in our performance to meet the needs of individuals and groups
- Working together with the community to provide accessible and relevant service provision that responds to members' needs
- Ensuring staff, volunteers and trustees are representative of the community served and the employment policies are fair and robust
- Responding to volunteers & employees' needs and encouraging their development to increase their contribution to effective service delivery

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- Recognising and valuing the differences and individual contributions that all people make to DGN and DPC Ltd
- Challenging discrimination
- Providing fair resource allocation
- Being accountable.

## Why have this policy?

DGN and DPC Ltd recognise, respect and value diversity in its Trustees, employees, volunteers and service users.

DGN and DPC Ltd have this policy because as local volunteer-led organisations we must always ensure that we meet the needs of the community through fair and appropriate employment and development of the people who work and volunteer for DGN and DPC Ltd.

## PROCEDURES

### Responsibility for Implementation

This policy covers the behaviour of all people employed or volunteering for DGN and DPC Ltd or using the services and sets out the way they can expect to be treated in turn by us. The overall responsibility for ensuring adherence to and implementation of this policy lies with the Trustees and staff.

### Method of Implementation

DGN and DPC Ltd intend to implement this policy by:

- Ensuring that its acceptance is a condition of paid employment/volunteering in DGN and DPC Ltd
- Ensuring that Trustees, volunteers and members are made aware of, understand, agree with, and are willing to implement this policy. All staff and volunteers will be given a copy of this policy as part of their induction
- Actively encouraging Trustees, staff and volunteers to participate in anti-discriminatory training, and making time and resources available for such training

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- Monitoring the services, publicity and events provided by DGN and DPC Ltd, to ensure that they are accessible to all sections of the population and do not discriminate and take active steps to ensure that participation is representative.

## Dealing with Complaints

- We will take complaints of discrimination and harassment very seriously.
- We will investigate them thoroughly and provide opportunities for the person making the complaint to speak in a safe environment about their experience.
- If the complaint is against a particular individual, the Board at DGN and/or DPC Ltd (as applicable) will hear their point of view.
- The Board will decide the action to take based on the principle of ensuring the continued inclusion and safety of any member who has experienced discrimination or harassment.
- Any decision to terminate someone's membership, role as a volunteer or employment will be made in line with our policies and procedures.

## Monitoring and Reviewing

DGN and DPC Ltd have declared their commitment to establishing, developing, implementing and reviewing a policy of equality, diversity and inclusion. Effective record keeping and monitoring, and acting on information gathered, are essential in order to measure effectiveness and plan progress. The Trustees will review this policy every 3 years.

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