

Equal Opportunity Policy for Link International Innovation (LII)

1. Introduction

The responsibility for ensuring equality and diversity among potential and actual service users, volunteers, members and workers rests ultimately with the management committee. Volunteers, workers and management committee members - are responsible for the implementation of the policy, its observance, monitoring it on a day-to-day basis and reporting on its operation to the Trustee Board.

The policy consists of the following:

- Statement of intent
- The Policy

2. Statement of Intent

LII recognises that certain individuals and groups are discriminated against on grounds of disability, race, ethnic origin, culture, socio-economic background, gender, sexuality, religion, creed, marital status and age. **LII** is committed to working towards eliminating all forms of discrimination both through its own work and through its employment and volunteer policies and practices.

Recognising that passive policies will not achieve change, **LII** will, through regular monitoring of policies and practice, take active steps to combat discrimination.

LII is mindful of the development of the Strategic Equality Plan in Wales <https://gov.wales/equality-plan-and-objectives-2020-2024>, which has as its base line the [Equality Act 2010](#) and the 9 protected Characteristics:

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|------------------------------------|------------------------|
| 5. age; | 1. race; |
| 6. disability; | 2. religion or belief; |
| 7. gender reassignment; | 3. sex; |
| 8. marriage and civil partnership; | 4. sexual orientation. |
| 9. pregnancy and maternity; | |

3. The Policy

Service Provision: Users must have easy access to information about the LII's services which may involve making materials available where appropriate in a variety of media, e.g. in large print or electronically. In particular, all printed materials will be in a minimum of 10pt type. It is also recognised that LII will not be able to meet all the demands made upon its services. The website www.link-international.org will be the working space where priorities of the Charity are visible.

LII has a 'Settling Differences' Policy to follow where issues arise. It is accepted that LII is only a small Charity mainly harnessing a small number of volunteers and therefore, would not expect an escalation of difference to develop beyond the scope of the Policy.

Recruitment and Selection: LII works alongside other organisations and with a number of organisations in a formal partnership. Volunteers present themselves through the work of the charity and its partners and the aim of LII is to harness these volunteers so that all Safeguarding procedures are followed, and the offering of the volunteer facilitated in the most positive and effective way to meet the assessed needs. There will be no discrimination and our aim within the constraints of those coming forwards and matching offering to need, will be inclusivity. Information sent to potential applicants will include the volunteer or management role description or a job description and a person specification in the case of paid employment and details of the Equal Opportunity Policy and Volunteer Policy. These are readily available in the Policies section on our website <https://www.link-international.org/policies>. It will be standard practice to supply information in large print when requested.

Terms and Conditions: LII will endeavour to ensure that volunteers, workers and management committee members are not discriminated against through the terms and conditions under which they are engaged. Furthermore, LII recognises that from time to time family and social circumstances may change and consequently that volunteers or workers may need to change their conditions of work. LII will attempt, where circumstances and resources permit, to accommodate the needs of those volunteers and workers.



Workers Support: Volunteers and workers are entitled to support from management committee members. Volunteers and worker will receive regular supervision from a named management committee member

Training: The Organisation recognises that training is an important factor in leading to job achievement and opportunity. Induction training is particularly important and will be made available to all volunteers, workers and management committee members. When other needs are identified, every effort will be made to ensure that training is provided.

Purchasing: The Organisation will try to ensure that the goods and services it offers are accessible to all groups. It will not knowingly receive or purchase goods and services from agencies which practise discrimination.

Monitoring: Regular monitoring and reviews of all procedures will take place from time to time, to check the effectiveness of the LII's Equal Opportunity Policy. Trustees will monitoring to the management committee *annually* and to recommend such amendments as are needed to ensure that the Equal Opportunity Policy are effective at all levels of the organisation.

Date: 4th December 2023

Review date: AGM June 2024

Chair of Board Name: Revd Tim Hall

Chair of Board Signature: