



Diversity & Equal Opportunities Policy¹

Kegworth Community Library (KCL) is committed to promoting and valuing equality & diversity in all of our activities. We welcome and celebrate the diversity of the communities in Kegworth and the surrounding area and are strongly committed to achieving equal opportunities and access for all people and groups in society.

This policy statement has been drawn up after consulting Leicestershire County Council and is designed to complement the Council's own Equality and Diversity policies that reflect the Public Sector Equality Duty enshrined in the Equality Act 2010.

Equality & Diversity is the cornerstone of all of our policies and procedures. We are proud of the actions we take to eliminate discrimination and prejudice to ensure inclusion and engagement for all the people who work and volunteer with us or wish to use our services. We will continue to strive towards a culture that is diverse and which recognises and develops the potential of all our volunteers and service users and we will go above and beyond the minimum legal requirements to achieve this.

Equality

Equality is about making sure people are treated fairly and given fair chances. Equality of opportunity is the basis for everyone being evaluated fairly and being able to progress purely on merit. It encompasses a range of employment legislation that has been put into place to prevent people being treated unfairly on the basis of a range of specific factors:

- Race
- Nationality
- Ethnic or National origin
- Gender/sex
- Marital status or civil partnership
- Maternity or pregnancy
- Religion or belief
- Sexual orientation
- Disability
- Gender re-assignment
- Age

People must not be unfairly discriminated against because of any of these factors and we must all contribute to creating a positive learning and working environment where discriminatory practices and discrimination no longer happen.

Diversity

Diversity is about respecting and valuing all forms of difference in individuals and positively striving to meet the needs of different people. It goes beyond equal opportunities legislation, encompassing any aspect of an individual that isn't directly related to their ability to do a specific job or undertake a particular task such as:

- Approach to work
- Values
- Experience
- Family commitments
- Where someone lives

People with different backgrounds and attitudes bring fresh ideas and perceptions, and as a diverse organisation we can draw upon the widest range of experiences so that we can offer the best services possible and be a welcoming place to work. However, Diversity does not mean 'anything goes' – we would not encourage any particular attitudes or beliefs if they contradict the goals of our organisation.

KCL will always try to uphold and promote good equal opportunities practices. We will not tolerate:

- Direct Discrimination: According to the Equality Act, treating people less favourably than others on any of the grounds listed above.
- Indirect discrimination: This means applying a provision, criterion or practice which disadvantages people on any of the grounds listed above.
- Harassment: The legislation defines harassment as unwanted conduct that violates people's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment.

KCL does not impose any restriction on access to library membership, activities or services. People are welcome to join regardless of:

- Age
- Race
- Immigration status
- Marital status
- Religion
- Gender or gender re-assignment
- Sexual orientation
- Disability
- Health including physical, mental and HIV status
- Education
- Social or economic background
- Spent criminal convictions
- Country of origin

KCL positively seeks out opportunities to engage with potential new members which will develop our group, and give them opportunity to access activities and services which otherwise would not happen.

KCL strives to implement its objectives by:

- Regularly reviewing its membership.
- Listening to members.
- Ensuring that information about KCL and its activities are widely available locally.
- Meeting with relevant local agencies including LCC and other community libraries.

KCL will actively seek training opportunities to develop and implement effective policies on equality and diversity.

Failure to comply with the principles of this policy will be regarded as misconduct and could lead to disciplinary proceedings.

This policy will be reviewed regularly.

Signed:

Dated:

Signed:

Dated:

Registered Charity No. 1162461