

## **Somerset West and Taunton Volunteer Equality Policy**

### **Introduction**

The [insert volunteer project or opportunity name here] are committed to equal opportunities in delivery of its service. An important part of our values is that everyone should feel respected and valued and able to achieve their full potential. It's important to us that our volunteers embrace these values and act accordingly.

The [insert volunteer project or opportunity name here] are run by Somerset West and Taunton Council.

The Council will take every possible step to ensure that no person working with the organisation or anyone using our services; will receive less favourable treatment or will be disadvantaged by requirements or conditions that cannot be shown to be justifiable on the grounds of their age, disability (including mental health), gender identity, gender expression, trans status, marriage or civil partnership status, pregnancy or maternity, race, colour, ethnic origin, religion or belief, sex or sexual orientation. We will also not discriminate on the grounds of trade union membership or political activities, socio-economic status, responsibility for dependents, or any other reason which cannot be shown to be justified.

### **Equality<sup>1</sup>**

Equality is about fairness, it is not about treating everyone in the same way, but it recognises that everyone's needs are met in different ways. It is based on the legal obligation to comply with anti-discrimination legislation. Equality protects people from being discriminated against on the grounds of the protected characteristics.

### **Diversity**

Diversity is about valuing all visible and non-visible differences and recognising and accepting that harnessing these differences creates an environment where everyone feels valued. A diverse approach aims to recognise value and manage differences to enable all employees to contribute and realise their full potential.

### **Inclusion**

Inclusion is about positively striving to meet the needs of different people and taking deliberate action to create environments where everyone feels respected and able to achieve their full potential.

### **The Council's Responsibilities**

The Council is committed to supporting and promoting Equality, Diversity and Inclusion. This includes tackling all forms of discrimination and inequality in both the workplace and the services the organisation provides. This commitment is embraced by our Elected Members and informs all of our activities and their impact on our service users, employees, volunteers and other stakeholders.

The Council will:

- Provide information and training to help volunteers understand equality, diversity and inclusion in the [insert volunteer project or opportunity name here]
- Provide supervision from a Volunteer Manager
- Introduce and update appropriate working practices

### **Your Responsibilities**

As a volunteer, we would expect that you will:

- Complete all relevant training in relation to equality, diversity, and inclusion
- Follow the appropriate working practices
- Work with your Volunteer Manager to ensure that you feel confident in working within this environment and have the knowledge and skills to carry out your tasks in this context.
- Report any concerns to your Volunteer Manager

**The Council's full Equality, Diversity, and Inclusion Policy can be accessed via...**

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<sup>i</sup> Definitions from Victim Support: [https://www.victimsupport.org.uk/wp-content/uploads/2021/04/EDI\\_Policy\\_August\\_2020.pdf](https://www.victimsupport.org.uk/wp-content/uploads/2021/04/EDI_Policy_August_2020.pdf)