



Equality and Diversity Policy

Vennture is a Company Limited by guarantee (no 8803798) and registered charity (no 1156851)

TITLE	Equality and Diversity Policy
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Compiled by:	Julia Over
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1. Policy Statement

- 1.1 Vennture values and promotes equality and diversity and will seek to ensure that it treats all individuals fairly and with dignity and respect. It is opposed to all forms of unlawful and unfair discrimination.

2. Vennture's commitment to Equality and Diversity:

- 2.1 Vennture is committed to the promotion of equality of opportunity and to creating and sustaining an environment that values and celebrates the diversity of its board members, its employees and volunteers and that our services are accessible, equal and fair to all. This commitment is central to Vennture's vision to 'Love People Better'.

3. Our Policy commitments

- 3.1 Vennture is committed to:

- Making equality and diversity integral to every aspect of our business,
- Eliminating unlawful discrimination,
- Promoting equality of opportunities and
- Taking positive action to redress the effects of historic and continuing discrimination.

- 3.2 We are committed to promoting equality in respect of:

- **Our role as a service provider** – providing a range of accessible facilities and services meeting the differing needs of local people.
- **Our role as an employer** – ensuring fair recruitment, by maximising the impact of the skills and abilities of all sectors of the community to benefit Vennture, as well as providing a working environment that is safe, accessible and free from harassment and discrimination.
- **Our responsibility to the places and communities we live and work in** - through our Board Members, staff, stakeholders / partner agencies in the statutory, voluntary and private sectors to improve the quality of life for our customers.

We expect this commitment from all Board Members, employees and anyone else we work with, such as suppliers, contractors, consultants and partner agencies. We also expect our customers to support our commitment and we will promote this policy through the delivery of our services.

3.3 This policy aims to cover all aspects of equality, including eliminating discrimination, promoting equality and fostering good relations. However, as well as meeting any statutory and regulatory duties, Vennture believes that these should be a starting point and that we should strive to be an organisation that exceeds these standards and be committed to tackling social exclusion in its widest sense.

4. Policy Purpose and Aims:

4.1 The policy's purpose is to:

- provide equality, fairness and respect for all in our employment, whether temporary, part time or full time
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation.

4.2 Vennture will endeavour to reflect diversity in all its activities, make them accessible to everyone and ensure equality of opportunity for all. This approach is also designed to help us to continuously improve our business and services, by extending our understanding and ability to embrace the diversity of the individuals and communities where we work, and so tailor services more effectively to meet their needs.

5. Our Policy

5.1 This policy promotes the Vennture values:

Faith:

We live in the light of love and recognise that love can change everything: - loving God and loving others as we love ourselves

We value each individual as special: each has a unique mix of God-given gifts, talents and experience

We work with, serve and relate to all people

Love:

We recognise family is an answer no matter how messy it gets

We encourage individuals to be and act as servant leaders in their lives, family, work and community

We never give up on people encouraging them to take the small steps that can lead to big changes

We accept everyone as we find them and without condition; we encourage them to take small steps that can lead to big changes

We accept everyone as we find them and without condition; we encourage people to love a life rooted in love

Endeavour:

We accept we don't have all the answers and in sharing in each person's journey we are willing to share the changes we are making in our own lives

We respect, nurture and promote a strong work ethic to build everyone's esteem, resilience and resourcefulness

We encourage enterprise to create more to invest in helping individuals to take responsibility for their future

6. Access to services

- 6.1 Anyone applying for services from Vennture will be dealt with fairly and without any form of discrimination. We actively encourage all sections of the communities where we work to make use of Vennture's services.
- 6.2 We are committed to building and delivering services, facilities and resources that are accessible, relevant and of use to the individuals and communities where we work. This involves improving our understanding of our customers and their needs, as well as recognising that how we deliver services may need to be different to meet diverse needs. It also includes making a range of opportunities available for customers to be involved in shaping and improving those services.

7. Employment

- 7.1 Vennture aspires to a diverse workforce whose profile reflects the communities where it works and will:
- Demonstrate its commitment to equality and diversity in all aspects of employment, including recruitment, approach to pay, performance and development management framework, training and promotion and by ensuring that Vennture's job relativity (job evaluation) methodology has been tested to ensure that it is non-discriminatory.
 - Take action with the aim of having a workforce that reflects the communities it serves.
 - Review employment practices when necessary to ensure fairness and also update them and the policy to take account of any changes in the law.
 - Inform all employees of this Policy and of their rights to protection from discrimination, harassment, or victimisation.

Vennture will take action to eliminate discrimination, which will include:-

8. Recruitment

- 8.1
- all vacancies will be advertised in accordance with agreed protocols and in a way that does not discourage under-represented groups from applying for posts.
 - decisions concerning potential employees will be based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act) and in accordance with the Recruitment and Selection Policy.
 - specific qualifications or experience will only be called for where essential to the job.
 - training will be given to staff involved in recruitment to ensure that they understand and apply the policy.
 - different means of promoting our vacancies will be considered in recruitment to positively encourage applications from under-represented groups in our employment
 - all job applicants will be made aware of the Equality and Diversity Policy.

8.2 **Board Membership**

Vennture will endeavour to ensure that the composition of its governing bodies reflects the communities they serve. This Policy will apply to the recruitment and development of Board members. Where possible, action will be taken to redress any imbalance in membership. Board members are required to be aware of the organisations commitment to equality and diversity at all times and are bound to comply with this Policy in discharging their duties

8.3 **Suppliers, including contractors, consultants and agency services**

Vennture encourages a diverse range of contractors, consultants and suppliers and will ensure that our contractors, consultants, suppliers and partner agencies are aware of this policy and will encourage them to have similar objectives. All relevant contractors, consultants, suppliers and partner agencies will be asked to provide a copy of their own policy or alternatively subscribe to Vennture's.

8.4 **Communication**

We have access to a wide range of communication methods to help us meet diverse customer and staff requirements and continue to explore different ways of communicating with current and potential customers. We will make every reasonable adjustment in order to meet any communication needs amongst our customer group.

9.0 **Monitoring and Review**

9.1 This policy will be reviewed every 3 years (from the date of the Trustees approval) to ensure its continuing suitability, adequacy and effectiveness or as required by the introduction of new legislation.

10.0 **Responsibility**

10.1 Implementation of this policy is the responsibility of the Chief Executive and Board.