

EQUAL OPPORTUNITIES POLICY

AREAS OF APPLICABILITY

This policy applies to all aspects of ALCRP's activities.

EXAMPLES OF APPLICABILITY TO ABBEY LINE CRP ACTIVITIES

Some examples of activities that this policy is applicable to are listed below, but it should be noted that there will be other activities covered by the policy:

- Community engagement
- Workings of the Steering Group
- Employment of CRP Officer
- Volunteer recruitment

POLICY

Principles

As an organisation, ALCRP will:

- Promote equality of opportunity and eliminate discrimination in the planning, commissioning and delivery of our activities;
- Ensure that Steering group members are equipped to understand and engage with the diverse communities along the Abbey Line route;
- Recognise and celebrate the diversity of our local communities to foster good community relations, being sensitive to the particular needs that arise from that diversity;
- Lead by example and embed equality in everything we do as an integral part of our policies and practice;

ALCRP will have particular regard to ensuring equality of opportunity for those with the protected characteristics identified in the Equality Act:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

Employment

ALCRP does not directly employ staff, but uses a contract with third party organisation to employ the CRP Officer.

- ALCRP will ensure the organisation employing the CRP Officer, or any other paid posts that may exist, has appropriate policies regarding equal opportunities in employment.

Knowing Our Community / Community Engagement

In delivering the general principles, ALCRP will ensure that it has knowledge of the community in the vicinity of the railway line.

ALCRP will:

- Seek to make all community groups aware of ALCRP's existence and role;
- Maintain a knowledge of the make up of the community as a whole;
- Pay particular attention to engaging with community groups that represent elements of the community which are under-represented in ALCRP activities.

Community profiles are available at www.herts.gov.uk or from www.hertfordshire.gov.uk/equalities. Profiles of the two district council areas of St Albans and Watford are attached as Appendix A.

ALCRP will seek advice from its local authority membership where it may require expertise that is not available internally (e.g. translations) to reach particularly groups within the community.

Steering Group

ALCRP will endeavour to ensure that the organisations that sit on the CRP Steering Group represent the largest possible cross-section of the local community. Although it must be recognised that membership of the CRP is entirely voluntary, particular efforts will be made to attract membership from organisations that represent sectors of the community that are not strongly represented in the other member organisations.

The individuals who sit on the Steering Group are nominated by the member organisations, and therefore it is harder to ensure that they represent an accurate reflection of the local community. Where necessary, additional individuals may be co-opted on to the Steering Group to help ensure the balance.

Volunteers

It must be recognised that the volunteers are unlikely to fully reflect the diversity of the local community.

ALCRP will:

- Ensure that the advertising process for volunteers does not exclude, either directly or indirectly, any groups within the community;
- Ensure that those involved in the selection process for volunteers are appropriately trained in equality issues

Events

In order to ensure equality in the events that it holds, ALCRP will:

- ensure that it undertakes a range of events that collectively will appeal to all sectors of the local community;
- ensure that any event that it holds is open to all sectors of the community;
- undertake periodic surveys of those attending events to monitor the mix of attendees.

Work Programme

ALCRP will undertake an Equalities Impact Assessment on its annual work programme.

RESPONSIBILITY

All members of the CRP Steering Group are responsible for ensuring that the CRP delivers equal opportunities throughout all of its activities.

In addition, there is a named member of the CRP Steering Group who is the equalities champion.

USEFUL REFERENCES

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