

Lancaster Civic Vision

Celebrating our Heritage – Enhancing our Environment – Shaping our Future

Equality & Diversity Policy

Introduction

Lancaster Civic Vision (LCV) provides membership and services to the whole population which is rich in its diversity. It seeks to create an inclusive Society which represents the background and characteristics of all the residents of the City of Lancaster.

LCV values and respects diversity and strives in all its activities to understand, value, and reflect, the interests of all the people it serves.

LCV recognises that Lancaster's history and its economic development has been associated with economic and commercial systems that have included the enslavement of people of colour and their cruel exploitation. It will, to be best of its knowledge, ensure that any of its events or communications which relate to such features of the City's past recognise and acknowledge the exploitation of enslaved and exploited people.

LCV will not tolerate any discriminatory or hateful conduct or language in any of its proceedings or communications and the Chair will take appropriate action to deal with any such instances.

1. Commitment

LCV strives to:

1.1 eliminate discrimination on any grounds including age, disability, gender identity, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, sexual orientation or any other status

1.2 promote equal treatment and diversity for all existing and potential stakeholders, including members and Executive Committee members, in all its practices and arrangements

1.3 Become a fully inclusive organisation by encouraging a wider diversity of people to become members and officers of the Society.

2. Strategic Objectives

In order to make progress towards fulfilling its commitments, LCV aims to become an organisation that:

2.1 strives to carry out its responsibilities fairly and consistently – in compliance with equalities and anti-discrimination legislation and this Equality & Diversity Policy by:

• ensuring that its policies, processes, systems and procedures are non-discriminatory and considering how equality of opportunity for all stakeholders can be ensured

• making changes to policies, processes, systems and procedures where inequalities or discriminatory practices are identified

• making reasonable adjustments and changes to access requirements for its events wherever possible and practicable

• ensuring equality of opportunity for all stakeholders

2.2 works towards a more inclusive Society which can provide sensitive, appropriate, and high-quality services to all its members and the wider community.

2.3 seeks to encourage a diverse Society by taking into account and promoting the interests, views, needs and aspirations commensurate with all sections of the membership by:

• understanding the needs and issues of the different groups within the membership and identifying and mitigating against any barrier to products or services provided by LCV

• ensuring all its activities and policies are available and accessible to all groups in the membership

2.4 develops the LCV governance structure and organisational capacity to deliver its equality and diversity commitment by:

• working towards ensuring that the Executive Committee and any sub-Committees in all their activities reflect and represent the diversity in the membership

• ensuring that resources are adequate and used effectively to support equality and diversity activities

• providing those involved in the governance and management of LCV with the knowledge and the confidence to deal positively with equality and diversity considerations and questions in a fully inclusive and robust manner

2.5 works towards adopting good practice on equality and diversity by:

• actively promoting equality and diversity with its members

• regularly reviewing and assessing progress towards achieving its equality and diversity goals

3. Implementation

3.1 Responsibility

Everyone is entitled to be included and treated equally and without discrimination. They also have responsibilities to act without discrimination to others.

3.1.1 Responsibility for ensuring that progress is made on equality and diversity has been delegated to the Executive Committee and is a regular item of report at its meetings at least quarterly

3.1.2 All sub-Committees have a responsibility to ensure that equality and diversity issues are taken into account fully in respect of their responsibilities and spheres of activity.

3.1.3 Each Executive Committee member has responsibility for complying with and promoting LCV's Equality and Diversity Policy and for ensuring they have read and understood the policy.

3.2 Communication

LCV will communicate its Equality and Diversity policy and activities to its members using a variety of accessible methods and formats including publication on the Society website.

Lancaster Civic Vision 3 May 2023

This policy was reviewed, and agreed, at the Executive Committee meeting held on 3 May 2023 and will be reviewed every three years or when there is need for a review due to changes in legislation and best practice.