

Solihull Parent Carer Forum

Equality, Diversity and Inclusion Policy

1. SPCF Commitment

- a) SPCF is committed to celebrating diversity, positively promoting equality, fostering equal opportunities and tackling discrimination in all it does. This policy should be read and adhered to in conjunction with all our other policies. Any changes in service delivery will reflect this policy.
- b) SPCF is aware that some people in our communities are more likely to experience discrimination than others and we recognise the Protected Characteristics enshrined in UK law which protect against the discrimination of people on the basis of: age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity.
- c) We believe that all individuals and groups should be treated with respect and valued equally and that no-one, whatever their needs, should be disadvantaged in their contact with SPCF

2) SPCF Action

- a) We encourage the reporting of any incidents whereby someone is discriminated against as a result of SPCF work
- b) We regularly review all our policies and procedures to ensure that they comply with legislation and good equalities practice.
- c) We take all steps in our power to make our activities accessible to everyone and we actively seek to remove any barriers in SPCF work that may prevent someone from taking part, including:
 - i) communications and marketing
 - ii) meetings
 - iii) documents
 - iv) events
 - v) training sessions
 - vi) parent/carer representation at external meetings