



Tel: 0141 954 7554
Web: www.linkes.org.uk
Email: contact@linkes.org.uk
Registered Charity Number SC037175

Community Rooms, 200 Lincoln Avenue, Glasgow, G13 3PP

Equality and Diversity Policy

Introduction

Linkes aims to support the local community on the Lincoln Avenue estate and surrounding areas to help them develop and fulfill their potential. All. A big part of that is making sure we include everyone. We value and celebrate different experiences and characteristics.

Our vision for equality, diversity and inclusion is for Linkes to be a place where everyone is welcome, free to be themselves, and has an equal sense of belonging.

Equity is really important to our approach. This means recognising that everyone is different – so giving people the same opportunities will sometimes mean treating them differently. We expect everybody in Linkes to be treated fairly, and to treat others fairly, and keep equity in mind.

We are also committed to ongoing learning about equalities and diversity and how best to collectively improve our practice.

Scope of policy

This Policy applies to all members of the Linkes community, which includes:

- All members of staff, including sessional staff
- All volunteers
- All trustees
- People who use our services
- All partner organisations who are delivering services with or at Linkes
- Contractors
- All visitors to Linkes



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Protected characteristics

It is against the law to discriminate against someone because of a protected characteristic. The nine protected characteristics are:

- **age** -if a volunteer or staff member has the right skills and abilities for a role, they mustn't be overlooked because of their age.
- **disability**- We're committed to making reasonable adjustments to support disabled volunteers, members, and staff members to have the same opportunities and experiences as anyone else.
- **gender reassignment** - this is a protected characteristic that refers to trans people (people whose gender doesn't correspond to their birth sex). A person has the protected characteristic of gender reassignment if they are proposing to undergo, are undergoing or have undergone a process or part of a process to reassign their gender. Gender reassignment is a personal process rather than a medical one. No volunteer, member or member of staff should be treated less favourably because they're trans.
- **marriage and civil partnership** - Volunteers, staff, and members, over 16 years old mustn't be treated differently because they're married or in a civil partnership.
- **pregnancy and maternity** - No volunteer, member or staff member should be treated less favourably because they're pregnant, breastfeeding or have recently given birth, without good reason (like a health and safety risk). All practical changes must be made to accommodate them.
- **race** - we know that it isn't enough to not be racist – we have to be actively anti-racist. We all have a role to play in being actively anti-racist and living out our values of being inclusive and caring for others. By race we mean colour, nationality, and ethnic or national origins
- **Religion or belief** - Linkes is open to people of all faiths and philosophical beliefs and none.
- **Sex** – No volunteer, staff member, trustee or service user will be discriminated against because of their sex, although we may at times offer services that support a specific gender



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- **Sexual orientation** - We celebrate differences and believe that all members, volunteers and staff should be proud to be themselves, without fear of discrimination. No one in Linkes should be treated less favourably based on their sexual orientation.

In addition, we will also strive not to discriminate anyone with the following characteristics:

- **Children and Young People who are Care Experienced**
- **Those who have caring responsibilities**
- **Refugees and asylum seekers**
- **Socio-economic status or class**

Our expectations

We expect everyone in Linkes to:

- Treat everyone in Linkes with dignity and respect.
- Never discriminate on the basis of any characteristic protected by this policy.
- Provide a warm, friendly environment for everyone who is part of Linkes, whether that is staff, board, volunteer, service user or partner organisation
- Make Linkes a welcoming and inclusive environment for all, by recognising differences and making reasonable adjustments where appropriate
- Consider how to remove any barriers to participation which may exist in regard to our services, e.g through providing creche or language support
- Commit to ongoing learning about equalities and diversity

Training Staff and Volunteers

Training for staff, sessional staff, volunteers and trustees will be available as part of our induction and ongoing training practices.

Aside from formal training, we also work to meet our commitments to equality, diversity and inclusion by:

LINKES EQUALITY AND DIVERSITY POLICY

Implemented: Jan 2022

Reviewed: June 2023

Review date: July 2024



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- creating an inclusive workplace, where we celebrate diversity, encourage open communication, make space for diverse perspectives, and encourage the sharing of lived experience
- we address conscious and unconscious bias, reflecting on our decision-making and what might be driving it and being mindful of the impact of that
- we use inclusive recruitment practices, ensuring the necessary accommodations are in place whilst aiming for an inclusive and diverse workforce
- flexible working practices allow staff to work at Linkes whilst being able to meet their commitments outside of work

6. People who use our services or potentially users of our services

We extend the same commitment to everyone who uses our services or who could potentially use our services. We strive to ensure that everyone is treated with an equal level of respect and is welcomed and valued. We promote the principles of fairness, respect, equality, dignity and autonomy and do not tolerate any acts of discrimination or harassment by or against anyone who uses our services.

7. Complaints

At Linkes we are committed to reflecting on our practices, listening to feedback and adapting our procedures to offer the best support we can, to staff, volunteers and our community. We regularly seek out feedback in formal and informal ways to ensure our services are reflective of those who use them.

If we receive a complaint that relates to our handling of an equality, diversity or inclusion matter, we will take that very seriously, and use our existing complaints procedure to learn from what has happened and reflect on our practice. We strive to recognise and respond to any policy breaches as soon as possible and take appropriate actions to consolidate any learning and to ensure that the breach doesn't happen again

Please refer to our complaints policy for more information.