

EQUALITY & DIVERSITY POLICY



Photographers with Disabilities (PWD) is committed to achieving equal opportunities, respects and values diversity, and is committed to applying equality of opportunity in all its practices and objective/service delivery with regard to ethnic origin, age, gender, religion or belief, sexual orientation, marital status and disability or any other criterion not relevant to the point at issue.

The **PWD** Trustees have overall responsibility for the effective operation of this policy. However, all Members, Trustees, Volunteers and service users have a duty as part of their involvement with **PWD** to do everything they can to ensure that the policy works in practice.

Trustees and volunteers of **PWD** will bring to the attention of all members, trustees and volunteers the existence of this policy, and will provide such training as is necessary to ensure that the policy is effective and that everyone is aware of it.

Reference to the policy should be included in the contract documents with outside agencies.

Equality & Diversity Policy Implementation

General activities of PWD: As a provider of a service to the community, **PWD** accepts responsibility to promote equal opportunities and challenge discrimination wherever it occurs. This document sets out the main consequences of this commitment and the action to be taken in order to achieve equal opportunities.

We will actively monitor all activities to ensure that we are serving the needs of all communities and groups.

It is the responsibility of all trustees, members, volunteers and service users to ensure that no other trustee, member, volunteer or service user receives less favourable treatment than another on the grounds of age, ethnic origin, disability, sexual orientation, religion or belief, marital status or gender.

We will encourage our trustees, members, volunteers and the staff of any organisation working with us to take positive steps to ensure that the needs of minority communities and disadvantaged people are met.

We will listen carefully to what people tell us they need from **PWD** and do everything in our power and within our resources to ensure their needs are met.

This policy will be reviewed as and when new legislation requires it.

Physical access: **PWD** premise locations will be reviewed regularly so that access by volunteers, members and service users with disabilities can be maintained and improved where necessary.

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Recruitment Practices: It is vitally important that **PWD** trustees & volunteers understand the full diversity of their clientele.

As far as it lies within our power we will ensure that our recruitment processes are designed to ensure equal access for all.

Trustee vacancies will initially be promoted internally to encourage members, service users and volunteers to apply.

We will design our committee roles to allow for as wide as possible a range of transferable experience and qualifications to be taken into account.

The **PWD** trustees and volunteers will never reflect the full diversity of our members and service users. However, we will do everything we can to ensure that those who work with us share our belief in the value of everyone and reflect that belief in their work.

Adopted by the Management Committee on19 February 2024 ...

Reviewed

Signed(Nigel Owen)

(state position in group)Vice-Chair.....