| Pride of Place Leeds Ltd Policy | Created |
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| ***Equality, Diversity and Inclusion Policy*** | ***July 2021*** |
| *To be reviewed before* | ***Sept 2023*** |

Pride of Place Leeds

| Title | Pride of Place Leeds Ltd Statement |
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| **Introduction** | Pride of Place Leeds Ltd ethos is to put Equality, Diversity and Inclusion at the heart of all our projects. This policy is the foundation on which all our other policies will be built. We will endeavour to ensure that everyone participating in Pride of Place Leeds Ltd adheres to this policy. |
| **The Policy** | Pride of Place Leeds Ltd recognises, and is working to respond to, the different experiences, privileges and oppressions, challenges and aspirations that exist within LGBTQ+ individuals and communities.<br><br>It is essential that we build a widely diverse team of staff, committee members and volunteers so we can create safe and appropriate spaces and services which belong to, and are accountable to, all LGBTQ+ people in Leeds.<br><br>We warmly encourage participation by anyone who is part of the LGBTQ+ communities, especially people whose identities, needs and voices have historically been marginalised in generic and targeted LGBTQ+ services. This could include but is not limited to, people of colour, women, men and intersex people, trans, non-binary and gender non-conforming people, working-class people, disabled people, parents and carers, people of different ages, people of faith, people with a history of migration, and people from across the whole spectrum of sexual, romantic or relationship orientations.<br><br>We recognise we are unlearning and learning about the full range of experiences and history, needs and potential within our communities and our policy will evolve as this develops. |
| **Definitions: - Inclusion**<br><br>**Diversity**<br><br>**Equality** | Inclusion is often defined as the extent to which everyone in a workplace, regardless of their background, identity or circumstance, feels valued, accepted and supported to succeed. In Pride of Place Leeds Ltd, we will attempt to ensure this applies to everyone involved: users, residents, associates, as well as volunteers. board members and staff.<br><br>In a workplace or organisation, diversity means recruiting staff, volunteers and board and committee members who may be different from each other and who do not all come from the same background. These differences generally include sex, gender, disability, ethnicity, sexual orientation, education, class or age.<br><br>Equality is providing equal rights and opportunities to all regardless of their sex, gender, disability, ethnicity, sexual orientation, education, class or age. |

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| **Equity** | Equity means fairness of treatment for all according to their respective needs. This may include equal treatment, or treatment that is different, but which provides for opportunities as a means of achieving equality. |
| **The Law** | Pride of Place Leeds Ltd has obligations under the Equality Act 2010. The Act protects people from discrimination in the workplace and in wider society. It is against the law to discriminate against anyone on the grounds of the 9 “protected characteristics”. Age, gender reassignment, marriage and/or civil partnership, pregnancy or maternity, disability, race including colour, nationality, ethnic or national origin, religion, belief or lack of religion/belief.<br>We will ensure that as an organisation we will go beyond the scope of the Equality Act 2010 in the way we operate our Equality, Diversity and Inclusion Policy and in everything we do. We will aim for Equity where possible. |
| **Recruitment and Selection** | We recognise that formal experience and qualification-based recruitment can exclude suitable applicants, and we understand some members of our communities may not feel confident in applying for our roles. We recognise the value of transferable skills and where more than one candidate meets the criteria, we may take into account the need for diversity in the organisation. |
| **Volunteers** | To explore where possible the option of payment for specific pieces of work, particularly where this will enable those with least voice and access to resources to participate. |
| **Training** | As means allow, to prioritise accessible and meaningful Diversity training for board members, volunteers and staff to encompass a wide variety of difference within LGBTQ+ communities, anti-racism, and the social model of disability. |
| **Decision Making** | All decisions will be taken with the intention of complying with this Equality, Diversity and Inclusion policy. Decision-making procedures will be as open, honest and transparent as possible. |
| **Promotional Materials** | As far as possible to use language and diverse images in creating materials that reflect all aspects of the LGBTQ+ community. To ensure all materials are accessible. |
| **Community Engagement** | To ensure where possible that our engagement with LGBTQ+ communities includes the most marginalised groups and least well-funded organisations, ensuring a voice for all. |
| **Partnerships** | To form partnerships with organisations that share our aims and recognise the needs of diverse LGBTQ+ communities. |
| **Procedures** | To ensure our procedures are in line with this policy and are as straightforward and clear as possible. To review all our policies at least bi-annually to ensure they comply with the law and reflect the intentions in this Equality, Diversity and Inclusion policy. |
| **Un/learning & Development** | We will strive to unlearn the patterns of behaviour and procedure that oppress others and to recognise our privilege of gender, race, class, ability and education where that exists. We will work towards an understanding of how that privilege may impact on ourselves and others and attempt to avoid disadvantage to others. |
| **Honesty & Communication** | We acknowledge that we may have differing circumstances and resources and differing educational backgrounds that help or hinder communication. We will be honest about our privilege and circumstances and be open to recognising and acknowledging any |

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| | misunderstandings and mistakes. We will treat people with dignity and respect. |
| **Terminology** | We will use LGBT+ and LGBTQ+ to describe the community depending on the preferences of the group we are referring to or addressing. We will use the terminology of choice of each individual to describe their gender and/or sexual orientation. LGBTQ+ includes the following meanings:<br>lesbian/gay women = women attracted to other women<br>gay man/homosexual = men attracted to other men<br>bi-sexual person = men or women attracted to either men or women<br>pan-sexual person = any person attracted to any people<br>transgendered person = someone who considers themselves to be of a different gender than that assigned at birth<br>non-binary = someone who does not consider themselves to be either male or female<br>gender-fluid = someone who fluctuates between identifying as male, female or non-binary<br>queer = an umbrella term that is both an orientation and a community for those on the LGBTQ+ spectrum.<br>gender and sexual minorities = alternative to LGBTQ+ communities<br>We will respect some LGBTQ+ people's discomfort with certain labels and recognise this may be as a result of experience through age, ethnicity, class or other discriminatory factor. |
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Updated: 25.07.2021/SP Reviewed Sept 22 Approved Date: 4th Aug 2021