

East Sussex Community Voice

Equality, Diversity and Inclusion Statement

Policy Schedule

Version	Date of next review by ESCV Board	Date of adoption by ESCV Board
1	n/a	March 2021
2	March 2023	May 2025
3	May 2027	

1 Introduction

1.1 East Sussex Community Voice (ESCV) has an Equal Opportunities Policy (in line with the Equalities Act 2010) which applies to all staff, Board members, volunteers and partner organisations.

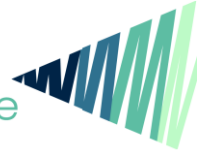
1.2 The aim is to make sure that no individual or organisation is unfairly discriminated against.

1.3 ESCV will also ensure that no person or group of people working with its programmes or projects (including Healthwatch East Sussex or hosting of the East Sussex VCSE Alliance), partner organisations or service users should experience victimisation, oppression, harassment or lack of opportunity on the grounds of:

- Age
- Race
- Gender
- Pregnancy (and Maternity/Paternity)
- Marital or civil partnership status
- National or Ethnic Origin
- Disability/impairment (including, but not restricted to; physical, sensory, mental health or invisible impairment, HIV/AIDS status or learning difficulty)
- Language
- Religious beliefs
- Sexual orientation
- Responsibility for dependants/carers
- Trade union activity

1.4 This statement should be read in conjunction with the [ESCV Equal Opportunities Policy](#) and the Volunteer Handbook

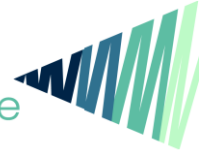
2 Protocol for leading by example on equality, inclusion and diversity within ESCV:



- 2.1 Remind people of how ESCV develop their priorities and work plans through an evidence-based approach using agreed criteria;
- 2.2 Adhere to the Nolan Principles of conduct in public life;
- 2.3 Be careful about the use of language and how this may be perceived by others;
- 2.4 Whether in an office, at a workshop or out at a social event, when on ESCV business or with ESCV colleagues you are always in a professional environment and your language and behaviour should reflect this;
- 2.5 Be confident to approach colleagues if you feel that they are not acting within the values of equality and respecting diversity but always focus on the issue not the person;
- 2.6 Be proportionate when considering if the values of equality and diversity have been breached;
- 2.7 Always speak to others with respect;
- 2.8 Gender/Gender reassignment - the use of pronouns should respect people's gender identify and not be based on assumptions made in relation to appearance, voice, or other characteristics;
- 2.9 Seek assurance or assistance from colleagues when necessary;
- 2.10 Training needs will be addressed where necessary;
- 2.11 Where possible, meetings will be held in fully accessible venues that meet the disability requirements of different groups; and
- 2.12 Where possible all documents will meet the standards set for accessibility

3 Monitoring and review

- 3.1 The Board of ESCV has the ultimate responsibility for implementing and reviewing this policy statement. The Board will scrutinise our work on disclosure to ensure that we meet our legal, ethical and operational commitments.



- 3.2 The ESCV Chief Executive holds the day-to-day responsibility for ensuring that this policy is implemented.
- 3.3 This policy statement will be reviewed and updated on a two-year rolling basis by the ESCV Board.
- 3.4 This policy may be revised sooner if there is a change in working premises, conditions or laws directly affecting disclosure or any other aspect embedded in the document.

4 Related Policies

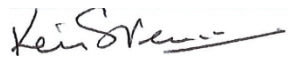
4.1 The following policies and procedures that are related to this policy include:

- Equal Opportunities Policy
- Healthwatch Decision-Making Policy
- Volunteer Handbook

4.2 Approval and Adoption

Author/Reviewer	Veronica Kirwan
Sponsor	Veronica Kirwan
Date of approval and adoption	May 2025
Date of next scheduled review	May 2027

Signature of East Sussex Community Voice CIC Board Chair

Name	Keith Stevens
Signature	
Date	04/06/2025