



Surrey Compact

The Surrey Compact is a commitment to continually improve relationships between the public, voluntary and community sector and organisations representing service users and carers.

Equality and Diversity Code

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THE SURREY COMPACT CODE OF GOOD PRACTICE ON EQUALITY AND DIVERSITY

1. INTRODUCTION

The Surrey Compact is a set of principles within which the statutory, voluntary, community and faith sectors agree to work and to recognise and value the diversity that exists in society generally and in Surrey.

It aims to promote the inclusion of groups and individuals that have in the past been under-represented or excluded, for the benefit of both individuals who make up those groups and the communities, villages and neighbourhoods.

This code is one of the six codes that describe how the Compact will work in practice.

The partners using the Compact are committed to:

- Recognising that everyone is different in terms of their race, age, gender, disability, sexual orientation, faith or belief;
- Recognising the importance of equality and diversity and human rights to creating a prosperous and cohesive society;
- Developing effective methods so all groups can get involved;
- Supporting disadvantaged groups;
- Celebrating people's differences in our communities.

2. EQUALITY AND DIVERSITY

Surrey has a diverse range of communities with many unmet needs within them. Commitment to applying the principles of equality of opportunity is a central part of a fair and democratic society.

We recognise that issues of equality and diversity take many forms. This code will help to ensure that the different communities of Surrey can get involved. The code confirms the commitment of partners to have due regard for Surrey's residents facing inequalities including those with the 'protected characteristics' covered by the 2010 Equalities Act:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

For more information on the 2010 Equality Act, please visit the EHRC website <http://www.equalityhumanrights.com/legal-and-policy/equality-act/>

We are also committed to address the inequalities of Surrey's residents affected by:

- Rural isolation
- Caring responsibilities
- Low incomes

3. IN SUPPORTING THIS CODE

3.1 All sectors undertake to:

Include equality and diversity as a key requirement in new policy development evidenced by:

- i. Access to, and active promotion of, services
- ii. A requirement for training
- iii. Proactive encouragement to think in terms of needs by
 - Supporting participation by disadvantaged groups in service development
 - Monitoring the usage of services by all groups/agencies;
 - Introducing specific conditions in funding agreements and appropriate monitoring measures in line with legislative requirements;
 - Analysing and developing actions, as necessary, to increase equality of access to services;
 - Promoting fair employment practices in recruitment, selection, retention, training and development, support,

supervision and appraisal and introduce employment monitoring mechanisms which can measure these;

- Complying with up-to-date legislation to ensure reasonable provision of services on an equality and diversity basis;
- Specifically and actively promoting and encouraging ongoing partnership links;
- Promoting equality and diversity in all day-to-day activities;
- Giving full attention to the needs of individual groups that are protected from discrimination through legislation;
- Supporting local action, dialogue and understanding between different organisations and communities;
- Actively supporting inclusive communities;
- Sharing training resources/expertise where appropriate on equality and diversity;
- Celebrating equality and diversity.

3.2 The Statutory sector will also undertake to:

- Ensure that any ongoing review of policies, planning and procedures includes evidence, such as application of an equality impact assessment, to ensure that no particular group is disadvantaged by existing or new policies;
- Review the organisation's published Equality and Diversity Policy as required;
- Use the appropriate tool or framework to continue improving delivery of fair and accessible services.

3.3 The Voluntary, Community and Faith sector will also undertake to:

- Ensure that any ongoing review of policies, planning and procedures includes evidence to ensure that no particular group is disadvantaged by existing policies
- Develop and adopt an Equality and Diversity Policy or statement, as appropriate;
- Maximise communication in an effective manner, as appropriate to the size of the organisation.

4. POLICIES AND LEGISLATION

This Code links to existing laws and ways of working and should be used in conjunction with the National Association of Voluntary and Community Action (NAVCA) 'Toolkit for Developing and Implementing Equal Opportunities Policies' and any other guidance available for the promotion of equality and diversity.

Partner organisations should be aware of their responsibilities under both domestic (United Kingdom) and European legislation on equalities and Human Rights issues.

Each organisation will have its own policies and procedures regarding equalities that comply with relevant legislation.