

# Code of Practice on Equality and Diversity

**THE Wiltshire COMPACT**  
Working together, better together

## 1. INTRODUCTION

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

It aims specifically 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 four Codes that describe how the Compact will work in practice. It is based on the National Code that was developed by Central Government together with the voluntary and community sector.

The partners using the Compact are committed to:

- recognising that everyone is different in terms of their race, age, sex, disability, sexuality, age or religion;
- recognising the importance of equality and diversity and human rights to a prosperous and cohesive society;
- developing effective methods so all groups can get involved;
- supporting marginal groups;
- celebrating people's differences in our communities.

## 2. EQUALITY AND DIVERSITY

Wiltshire 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 Wiltshire can get involved. The Code provides a source of good practice to address issues such as:

- rural and social isolation;
- the needs of service users and carers;
- disability;
- gender and sexuality;
- religion, faith and belief;
- young people;
- older people;
- black and minority ethnic needs;
- asylum seekers & refugees;
- gypsies and travellers.

Please note this list is not definitive and may be revised from time to time.



Voluntary Action Kennet



### 3. IN SUPPORTING THIS CODE

#### 3.1 Both 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
- monitor the usage of services by all groups / agencies;
- introduce specific conditions in funding agreements and appropriate monitoring measures in line with legislative requirements;
- analyse and develop action points, as necessary, to increase equality of access to services;
- promote fair employment practices in recruitment, selection, retention, training and development, support, supervision and appraisal and introduce employment monitoring mechanisms which can measure these;
- comply with up-to-date legislation to ensure reasonable provision of services on an equality and diversity basis;
- specifically and actively promote and encourage ongoing partnership links;
- promote equality and diversity in all day-to-day activities;
- give full attention to the needs of individual groups that are protected from discrimination through legislation;
- support local action, dialogue and understanding between different organisations and communities;
- actively support inclusive communities;
- share training resources / expertise where appropriate on equality and diversity;
- celebrate 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 impact assessment, to ensure that no particular group is disadvantaged by existing policies;
- review the organisation's published Equality and Diversity Policy as required;

#### 3.3 The voluntary and community 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 Councils of Voluntary Service's (NACVS) '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 issues. Each organisation will have its own policies and procedures regarding equalities that complies with the relevant legislation.

#### CONTACTS

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Voluntary Action Kennet 01672 564104

Voluntary Action West Wilts 01225 767993

#### USEFUL INFORMATION

'Promoting Partnerships' protocol held on Wiltshire County Council's website  
[www.wiltshire.gov.uk](http://www.wiltshire.gov.uk)

Extensive communication toolkits and case studies available at [www.idea-knowledge.gov.uk](http://www.idea-knowledge.gov.uk)

Advice on compact agreements:  
[www.thecompact.org.uk](http://www.thecompact.org.uk)

Freedom of Information Act  
[www.hms.gov.uk/acts/acts2000/20000036.htm](http://www.hms.gov.uk/acts/acts2000/20000036.htm)

The Wiltshire Compact Code of Practice on Volunteering

The Wiltshire Compact Code of Practice on Funding and Procurement

The Wiltshire Compact Code of Practice on Communication and Consultation

WREC Wiltshire Racial Equality Council  
[www.wiltsrec.org.uk](http://www.wiltsrec.org.uk)

Equal Opportunities Commission  
[www.eoc.org.uk](http://www.eoc.org.uk)

Disability Discrimination Act  
[www.disability.gov.uk](http://www.disability.gov.uk)

Disability Rights Commission  
[www.drc-gb.org.uk](http://www.drc-gb.org.uk)