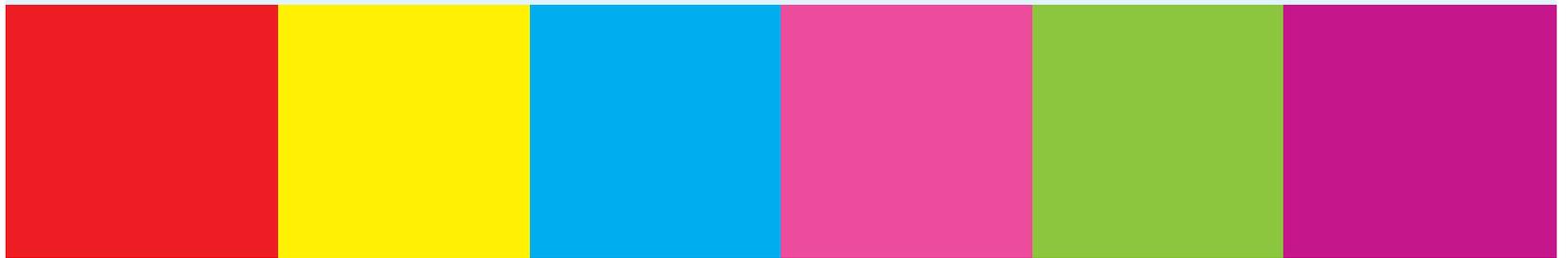




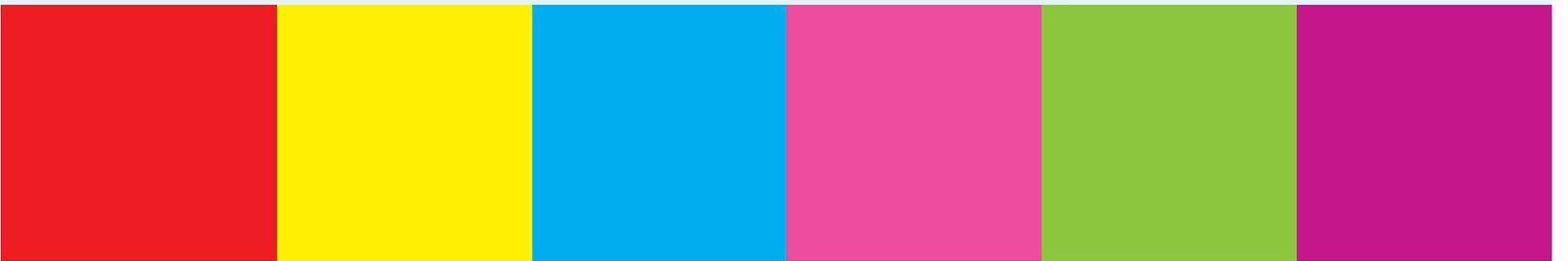
**EQUALITY AND
DIVERSITY FORUM**
WORKING TOGETHER IN THE COMMUNITY

A Quick Guide to **EQUALITY AND DIVERSITY**



Supported by:





A Quick Guide to Equality and Diversity for the Wolverhampton Voluntary and Community Sector

Introduction

The aim of this toolkit is to provide people working for voluntary organisations and community groups in Wolverhampton with the basic information needed to understand and apply the principles of equality and diversity in their work.

It's designed to help develop equality and diversity policies and practices through learning and self-assessment within Voluntary and Community Sector organisations. This will assist in understanding and embedding equality and diversity in the sector.

Why is equality and diversity important?

Wolverhampton is a diverse city. If your organisation is not able to think about this diversity in the way it offers its services or the way that it recruits, employs and trains any staff; or attracts people to its management groups then it may be missing out on a lot of skills and knowledge, on markets for its services or groups in need of its support. So, adopting best equality practice will ensure you meet your legal obligations and is the best way of improving and targeting your services. Get this right and you will be using your resources in the best way for Wolverhampton's people.

Best Equality and Diversity practice will also make sure:

- volunteers, colleagues, staff and students etc. are valued, motivated and treated fairly
- the environment for customers and for staff supports higher productivity because people see things being done fairly
- the organisation will be in a stronger position to grow, particularly when seeking to grow and attract public funds.

What is Equality?

There is no agreed legal definition and it may be used in different ways in different organisations. Equality is generally about making sure that everyone can fully participate in society and giving them the opportunity to fulfil their potential. It's about treating people appropriately, depending on their needs, it's not necessarily about treating everyone the same. We all have a responsibility to make sure that we don't unfairly discriminate.

You might also hear the word "equalities" this again means different things to different people and organisations. Generally people use this term to indicate that there are different equality issues to address, for example, equality between men and women, between disabled and non-disabled people.

What is Diversity?

Diversity is all the ways people differ, including our race, colour, nationality, ethnic or national origins, sex, marital or civil partnership status, disability, religion or belief, sexual orientation, age, class, education, employment/unemployment, geography, area/region, family background, urban/rural, economic status etc.

What is Valuing Diversity?

Valuing diversity is about recognising, welcoming and valuing individual and group differences, ensuring that we can all work together to achieve organisational goals and deliver effective, appropriate services.

What does Diverse Communities mean?

The term 'diverse communities' means groups from a range of demographic, social, ethnic, economic, religious, and cultural backgrounds .

What is the Equality Act 2010?

The Equality Act protects people;

- at work, volunteering or when applying for a job;
- when renting or buying home;
- at school, college or university;
- when dealing with authorities such as the police, the council or a benefits agency;
- when buying goods or using services, for example, in shops, pubs, restaurants, public transport, doctors, hospitals etc.

The Equality Act 2010 replaced the existing anti-discrimination laws with a single Act. It simplifies the law, removing inconsistencies, making it easier for people to understand and for them to comply with it. It also strengthens the law in important ways to help to tackle discrimination and inequality. The Equality Act 2010 protects people from being discriminated against or treated unfairly because of their:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

And to a more limited extent;

- Marriage and civil partnership (this strand only applies to employment and not to service delivery, the Civil Partnership Act 2004 gives the same rights to civil partners as to married couples)

The Equality Act 2010 identified the above groups and they are known as "Protected Characteristics" things about people that must not be used to discriminate unfairly against them.

What is meant by each of these terms?

Age Age refers to a person being of a certain age (such as 24 years old) or belonging to a particular age group (such as 60-65 year olds).

Disability Under the legislation, a person is disabled if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. Disability is different to all the other categories, in that it only gives rights to disabled people, it does not give comparable rights to non-disabled people. It also requires 'reasonable adjustments' to be made to meet the needs of disabled applicants, employees and service users.

Gender Reassignment A person is protected under the gender reassignment section if they;

- Start or continue to dress, behave or live (full or part-time) according to the gender they identify with
- Have received gender recognition under the Gender Recognition Act 2004, or
- Undergo treatment related to gender reassignment, such as surgery or hormone therapy.



Pregnancy and Maternity

- In employment, women are protected by the Act when they are pregnant and on maternity leave.
- In terms of services, protection from maternity discrimination applies for 26 weeks after giving birth.
- The Act also makes it unlawful to discriminate against a woman because she is breastfeeding a child (of any age)

Race Race Refers to groups of people who come from different places, have different skin colours and are of different national origin.

Religion or Belief Religion refers to a person's faith. Belief refers to religious and philosophical beliefs and includes a lack of belief. Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

Sex Man or woman

Sexual Orientation Sexual orientation refers to whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes

Marriage and Civil Partnership Includes all legally recognised marriages and civil partnerships.

What is Discrimination?

In terms of the Equality Act this means treating a person less favourably on grounds of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation;

Discrimination can take many forms and can be deliberate or unintentional. It may be perceived as being in the person's best interests. The law does not consider the motive only the **impact** of the behaviour.

The legislation distinguishes between direct and indirect discrimination:

Direct discrimination is when a person is treated less favourably than another or others on the grounds of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation, for example, advertising for a male driver. Direct discrimination is always unlawful.

Indirect discrimination is when a requirement is applied equally to all but has a disproportionate effect on one group because fewer of that group can comply with it. For example, requiring a driver to be over 5 foot 8 inches tall would indirectly discriminate against women and certain minority ethnic groups and could not be justified as essential for the job. Indirect discrimination is unlawful unless the criteria can be objectively justified as essential for the job.

The Equality Act 2010 introduced 2 new forms of discrimination

- Associative Discrimination
- Perceptive Discrimination

Associative Discrimination is direct discrimination against an individual because of their association with someone with a 'protected characteristic', for example, a woman is not promoted at work because she has a disabled child and her employer thinks that she could not give enough time to higher job's duties.

Perceptive Discrimination is discrimination because of a person's perceived - rather than actual - characteristics, e.g. a heterosexual man is taunted by his colleagues who believe him to be gay. (This does not apply to pregnancy and maternity.)

Other terminology used in the Equality Act 2010

Harassment This is unwanted conduct which has the purpose or effect of violating an individual's dignity or





creating and intimidating, hostile, degrading, humiliating or offensive environment for that individual. Harassment is defined by the impact, not the intention of the behaviour.

Harassment on the grounds of age, disability, gender reassignment, pregnancy or maternity, race, religion or belief, sex, or sexual orientation is unlawful under the Equality Act 2010. (It does not apply to marriage and civil partnership.)

Victimisation This has a very specific meaning in the legislation and is where a person is treated badly because they have complained of discrimination; or have brought a case or assisted in one or are suspected of having assisted in bringing a case under the Equality Act.

Reasonable Adjustments A reasonable adjustment is an alteration that an employer or a service provider makes to meet the rights of disabled employees or disabled service users so that they are not disadvantaged compared to others. Under the Equality Act 2010, there is a legal duty on employers and service providers to make these reasonable adjustments for disabled people.

For more, up-to- date information or copies of the Equality Act 2010 go to;

www.legislation.gov.uk, and
www.equalityhumanrights.com

Or for an Easy Read version;

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/85012/easy-read.pdf

Voluntary and Community Organisations

Responsibilities: Voluntary and Community Organisations

The Act applies to any Voluntary or Community Organisation (VCO) that provides services, goods or facilities to the public (whether they are charged for these or not). The responsibilities of VCOs are similar to those set out in previous legislation; however, there are some changes. In the case of charities, there are special rules that allow them to only offer services to people with a certain protected characteristic (this must not be a group defined by colour), on the condition that the charity functions within its charitable instrument (e.g. its constitution). The service offered must aim to overcome a disadvantage experienced that is linked to the protected characteristic or when the action is 'justified as intended to meet a legitimate objective in a fair, balanced and reasonable way or that it is positive action as well as being in line with their charitable instrument'. This would include working with people with specific disabilities.

Constitutions / Memorandums / Articles of Association

All organisations have either a constitution or set of memorandums/ articles of association. Usually alongside these documents there is an equality statement/ policy. It is really important that your organisation understands exactly what it means in practice.

Your organisation should also have other policies in place especially if you are working with children or vulnerable adults.

An example of these can include:

- Equal Opportunity Policy or Equality statement

An Equality Policy/Statement is a written statement showing that your organisation actively opposes discrimination. It demonstrates your commitment to making your organisation a fully accessible and inclusive place that welcomes and respects diversity.

- Vulnerable Adults Policy / Safeguarding Policy
- Child Protection Policy
- Volunteer policy
- Staff / Volunteer Hand Book

The starting point for any organisation to address fairness is an equality policy with an action plan to back it up.

What should your equality policy look like?

The opening section of your policy should contain:

- A statement of your aim to encourage, value and manage diversity
- Your commitment to providing equality for all, in terms of the services you provide,
- Your wish to attain an organisation /workforce that is representative of the communities from which it is drawn to secure the widest pool of talent possible.

You should then identify the areas of discrimination that you will counter, usually

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including ethnic origin, colour, nationality and national origin)

- Religion or belief (includes lack of religion or belief)
- Sex
- Sexual orientation

(All of these strands are covered by the legislation)

There may be some other categories that are particularly relevant to your organisation or local circumstances, for example, employment status, and socio-economic status.

Your equality policy should:

- Have the support of the whole organisation
- Be part of your organisation's strategy
- Be developed in consultation with members, volunteers etc.
- Have commitment from the very top of the organisation
- Be promoted widely and circulated to all volunteers, staff and service users

EXAMPLE Equality and Diversity Policy/Statement

(Organisations name) is committed to eliminating discrimination and encouraging equality and diversity amongst our staff and volunteers. Our aim is that our organisation will be truly representative of all sections of society and each member of staff or volunteer feels respected has access to opportunities and able to give their best.

The purpose of this policy is to provide equality and fairness for all in our organisation and service users and not to discriminate because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. We oppose all forms of unlawful and unfair discrimination

All members of staff and volunteers will be treated fairly with respect. Selection for training, employment, promotion or any other basis will be on the basis of aptitude and ability.

All members of staff and volunteers will be supported and encouraged to develop to their full potential and the talents and resources of staff and volunteers will be fully utilised to maximise the effectiveness of the organisation.

Our commitment

- To create an environment in which individual differences and the contributions of all our staff and volunteers are recognised and valued
- Everyone is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated
- Training, development and progression opportunities are available to all staff and volunteers
- Equality and diversity in the workplace is good management and working practice
- We will review all our policies, practices and procedures at regular intervals to ensure fairness



Developing an action plan

Once you have an equality policy/statement that everyone can own you now need to ensure that it is put into practice and monitored. Developing an action plan and completing self assessments on a regular basis is a good way of ensuring this. Below is an example list of things to think about when developing an action plan and an example of some self assessment questions

- List the areas of equality and diversity you are good at, even if there are still things you could improve on, put these low down on your list of priorities.
- Make a decision on what can reasonably be achieved in a given period of time and use this knowledge to decide which areas of work to tackle first.
- What information do you need to work through these tasks? What information do you need from inside your organisation? What information do you need from other people?
- Decide what advice you need and where to get it from
- Make sure you have the resources in place to complete the plan in the way you want to. If not, then revise the plan to make it less ambitious.
- Decide who is going to be doing each piece of work
- Set up an equality and diversity working group to share information, work collectively and monitor progress.

Remember; an action plan describes what you want to do and how you want to do it. No two organisations action plans are the same.





EXAMPLE SELF-ASSESSMENT QUESTIONS (You can photocopy this page)

PLEASE COMPLETE A SEPERATE ASSESSMENT SHEET FOR EACH PROTECTED CHARACTERISTIC. To complete this assessment read each statement in the left hand column carefully; then decide to what extent it applies to your organisation: tick the column that applies; do the same thing for all statements: then add up your column and total score at the end.

WRITE THE NAME OF THE PROTECTED GROUP HERE	We have not yet started	We have made a start but need to make improvements	We have made good progress but still need to improve	We are doing well and could share our knowledge
Column score	1	2	3	4
We have made a positive commitment to equality in our work				
We have a good working knowledge of discrimination law and understands what 'good practice' means in this field.				
We have carried out an organisational assessment of how the law in this field affects our organisation				
We have consulted our volunteers ,employees, service users and funders about the way we ensure that we do not discriminate against this group				
We have policies and procedures in place that cover all the legal requirements in this field				
We monitor our performance in implementing our policies in this field				
We are aware of gaps in our policies and procedures and have developed an action plan and time table to fill the gaps				
COLUMN SCORE				
TOTAL SCORE				



Overview of performance on Equality and Diversity (You can photocopy this page)

Protested Characteristic	Score	Comments and Action Points
Sex		
Race		
Disability		
Sexual orientation		
Transgender/ gender reassigned		
Religion and Belief		
Age		
Pregnancy and maternity		
Marriage and civil partnership		
Over view of our performance		

How is our organisation performing?

How to interpret your total score for each protected characteristic group

22-28 You are doing very well ,but need to keep this area of work under review by monitoring changes in the law and good practice

15-21 You are doing quite well, but need to review any areas of weakness and develop an action plan for improvement. You also need to monitor changes in the law and good practice

11-14 There are significant gaps in your understanding of this protected characteristic. You need to ensure that you have understood all of your responsibilities in this field and that you have identified any gaps in your policies. You then need to develop an action plan for improvement. You may need to take advice on what needs to be implemented

7-10 Your performance is not very good at all. You may be breaking the law. You need to review how the law affects you, develop new policies to make sure that you are not guilty of discrimination and develop an action plan for improvement. You will also need to take advice on where you are going wrong

Self Assessments

Your first self-assessment will give your organisation a picture of how well you are doing under each one of the equality headings. Completing self-assessments whilst working to your action plan should also give you an idea of what your organisation should be aiming to achieve next. If you are not sure about what to do next: find someone who could advise you like Wolverhampton Voluntary Sector Council or Wolverhampton City Council's Equalities section or one of the specialist organisations that we have listed on the last pages of this toolkit.

For groups wanting to improve their work an information package has been produced called **Wolverhampton Guide for Small Groups**

This provides all the information a group needs to stay safe and legal. See the website below for details <http://wolverhamptonli.net/>

Now you have an equality and diversity policy/statement, you have been given tips on how to develop an action plan, been given examples on how to access your performance relating to embedding equality and diversity in your organisation and given links to improve your knowledge on equality and diversity. The journey to equality begins.....

The table below is intended to illustrate the path your organisation takes and what key stage on this journey might look like. The table is of course just a summary. There will be very many issues not covered in this summary but some key aspects of developing your organisation to embrace best equality practice are included here

Key equality areas	Levels of Development		
	A relatively new organisation	A growing organisation	A mature organisation
Existing and new customers	Working with its first customers and starting to look at the profile of who uses the service and thinking about how they might broaden this to meet other groups' needs.	Has effective ways of monitoring who uses the service, perhaps via periodic surveying. Gathers information by meetings with focus or other knowledgeable groups. Considering new and complementary ways to meet the needs of customers who do not access or have difficulty accessing current services.	Has used the information from monitoring services and is operating in ways to meet a broad range of diverse customers' needs. Monitors the quality of service outcomes for a variety of customer groups and acts on findings. Takes action to address under-representation.
Management	Developing new and effective methods of managing equalities practices. Is developing an equality and diversity mission statement. Is aiming to recruit a management team that is representative of the local population or of their existing and potential customers. Is putting in place an equality in employment policy to ensure that the widest range of applicants are attracted and appointed.	Has in place: <ul style="list-style-type: none"> ■ An equality statement and policy covering volunteering, employment and service delivery. ■ A plan to improve the representativeness of the Management Board (if required). ■ A method of ensuring equalities considerations are routinely included in service and policy review. Is monitoring the diversity of its workforce and setting targets to meet any under-representation.	Has a representative workforce and management board. Has action plans demonstrating key equality aspects of mainstream projects and can demonstrate success against objectives. Is monitoring, reviewing and adapting policies in line with equality requirements and local demographic changes. Deals with discrimination in employment or service delivery to provide the best services and employment conditions and maintain the confidence of stakeholders.



Staff	<p>Considers the skill set of existing staff and the equalities profile of the communities served, identifying any gaps to be included in plans to develop the workforce and organisation.</p> <p>Thinking about the equalities training that staff might need and the equalities aspects of general training.</p> <p>Staff aware of the equalities principles to which the organisation works.</p>	<p>Staff working in a considered equality environment with key HR policies in place. Staff trained in requirements of equality legislation.</p>	<p>Understands the differing experiences of staff from different equalities strands.</p> <p>Takes action to address equalities issues arising from supervision feedback, service outcome surveys, complaints, grievances and disciplinaries.</p> <p>Staff are regularly trained in relation to organisational values and organisational needs - particularly the equalities aspect of these.</p> <p>Consults and involves staff in decision making processes.</p> <p>Has a strong track record of engaging staff from across different equalities strands and a record of addressing issues raised.</p>
Volunteers	<p>Is considering the organisations approach in terms of the services that are required in a diverse locality and the implications this has for the volunteers</p>	<p>Has considered diversity in the context of volunteers and drawn up guidelines that describe the hopes and intentions of the organisation and the resulting volunteers required. These are easily distinguishable from contracts for paid staff.</p> <p>Is working to provide volunteering opportunities for people with different job and caring commitments as well as working with volunteers in ways that will not put at risk any benefits they receive.</p>	<p>Has in place a diverse range of volunteers. Have in place appropriate support mechanisms for all volunteers.</p> <p>Has considered the equality and diversity aspect of relationships between paid staff and volunteers to provide for positive working relationships.</p>
Premises	<p>Is considering the requirements of new customers and the impact this might have on the sort of premises required.</p>	<p>Has made the best choice of any premises available to it with its level of resources.</p> <p>Is considering ways of meeting the needs of any groups who might have difficulty in accessing premises because of their design.</p>	<p>Is looking at all the ways services are offered. Has in place key methods to provide services to a broad range of communities and is monitoring satisfaction rates across the equality strands. Is acting on significant differences in rates of satisfaction.</p>
Information and Communication	<p>Is meeting with various groups to look at the accessibility of the information that is provided and the implications that this might have on the training needs of staff and/or volunteers.</p>	<p>Is taking steps to address the issues that are preventing or hindering take up of services caused by inaccessible information and/or communication.</p> <p>Is able to provide information in community languages and other formats when needed.</p>	<p>Has a policy or policies which address the information needs of local people</p> <p>Uses data on local people's information needs as a key aspect of staff training needs.</p> <p>Monitors quality of information produced. Routinely communicates in plain English and in different formats.</p> <p>Information is easy to access.</p> <p>Is ready to make speedy adjustments to meet individual needs.</p> <p>Uses images which reflect local diversity.</p>





Website	Is planning to develop an accessible website.	Is making the website accessible and considering how those without access to the web might learn about and receive services.	Has in place a website that is accessible to a broad range of people. Monitors usage by various equalities groups (perhaps through pop-up surveys) and acts on findings.
Telephone	Staff trained to deal positively with various equalities related issues.	Consideration is given to those who are excluded from accessing the telephone (e.g. people with hearing and speech impairments, people whose first language is not English.)	Telephone service is supported by other methods of contact e.g. Text Relay, email, community language interpretation. Telephone access to major local community languages. Equality monitoring undertaken on calls from service users.
Opening Hours	Service considering how opening hours will impact on a variety of communities.	Service routinely collecting information on school holidays; religious festivals and considering how this will affect take up for various equalities groups.	Service responding with resources available to remove barriers created by various patterns of opening hours to provide widest access to services. E.g. regular timetabled surgeries for particular groups, varied opening hours throughout the week, out-of-hours home visits where appropriate.

On pages 13 and 14 of this booklet/guide we have included examples of equal opportunities monitoring forms to assist you.

Example 1 Job applicants monitoring form to send out to potential job applicants /volunteers.

Example 2 Is to assist you to monitor equal opportunities within your service delivery.





Example 1 Equal opportunities monitoring form for job/volunteer applicants

XXXX organisation is committed to Equal Opportunities for all and will consider all applicants on the basis of their suitability for the post regardless of any non job-related criteria. In order to help us ensure that our Equal Opportunities policy is working, would you please provide the following information by ticking the appropriate boxes:

Sex/Gender Identity Are you:

- Female Male Trans Male to Female Trans Female to Male

Ethnic Origin Are you:

Asian

- Indian
 Pakistani
 Bangladeshi
 Chinese
 Any other Asian (please specify)

Black

- African
 Caribbean
 Other Black (please specify)

Mixed/Multiple Ethnic Group

- White and Black African
 White and Black Caribbean
 White and Asian
 Any other Mixed background (please specify)

White

- British
 Irish
 Gypsy/Traveller
 Any other White (please specify)

Other Ethnic Group

- Arab Any other (please specify)

Disability

Do you have a disability which affects your day to day activities, which has lasted or you expect to last at least a year?

- Yes No Not Sure

Sexual Orientation Are you:

- Lesbian/Gay Woman Gay Man Bisexual Heterosexual/Straight Unsure

Religion

- Buddhist Christian Hindu Jewish
 Muslim Sikh No Religion Any other religion (please specify)

Age

How old are you?

Language

Are you fluent in any language(s) other than English Yes No

If yes, which language(s)?

This information will be treated in the strictest confidence and will only be used for statistical monitoring. It is not part of the selection process.





Example 2 Equal Opportunities monitoring for service delivery

Under the Equality Act 2010, the xxxxxxxx has a responsibility to ensure that it does not unfairly discriminate in the services it provides. In order to help us ensure that our Equal Opportunities policy is working, would you please provide the following information by ticking the appropriate boxes:

Sex/Gender Identity Are you:

- Female
 Male
 Trans Male to Female
 Trans Female to Male

Ethnic Origin Are you:

Asian

- Indian
 Pakistani
 Bangladeshi
 Chinese
 Any other Asian (please specify)
-

Black

- African
 Caribbean
 Other Black (please specify)
-

Mixed/Multiple Ethnic Group

- White and Black African
 White and Black Caribbean
 White and Asian
 Any other Mixed background (please specify)
-

White

- British
 Irish
 Gypsy/Traveller
 Any other White (please specify)
-

Other Ethnic Group

- Arab
 Any other (please specify)
-

Disability

Do you have a disability which affects your day to day activities, which has lasted or you expect to last at least a year?

- Yes
 No
 Not Sure

Sexual Orientation Are you:

- Lesbian/Gay Woman
 Gay Man
 Bisexual
 Heterosexual/Straight
 Unsure

Religion

- Buddhist
 Christian
 Hindu
 Jewish
 Muslim
 Sikh
 No Religion
 Any other religion (please specify)
-

Age

How old are you?

Language

Are you fluent in any language(s) other than English Yes No

If yes, which language(s)?

This information will be treated in the strictest confidence and will only be used for statistical monitoring. It is not part of the selection process.



Useful Links for more information on Equality and Diversity

ACAS - Arbitration and conciliation Service

www.acas.org.uk

Age Positive

www.dwp.gov.uk/age-positive

Anti-Bullying Alliance

www.anti-bullyingalliance.org

Andrea Adams Trust

www.andreaadamstrust.org

British Humanist Association

<http://humanism.org.uk/>

Carers UK

www.carersuk.org

Changing Faces

www.changingfaces.org.uk

Department for Communities and Local Government

<https://www.gov.uk/government/organisations/department-for-communities-and-local-government>

Disability Discrimination Information

www.direct.gov.uk/DisabledPeople

Disability News Service

<http://disabilitynewsservice.com/>

Employers Forum on Age

www.efa.org.uk

Employers Forum for Belief

www.efbelief.org.uk

Equality Advisory Service

<http://www.equalityadvisoryservice.com/>

Equality and Diversity Forum (national - see separate Wolverhampton EDF below)

<http://www.edf.org.uk/blog/>

Equality and Human Rights Commission (EHRC)

www.equalityhumanrights.com

The Fawcett Society – looking at sex equality

<http://www.fawcettsociety.org.uk/>

Gender Trust - supporting those with gender identity issues

www.gendertrust.org.uk

Government Equalities Office – Providing information on the Government's policy on equality issues

<https://www.gov.uk/government/policies/creating-a-fairer-and-more-equal-society>

Just Fight On - against workplace bullying and abuse

www.jfo.org.uk

Local Government Association Knowledge Hub

www.local.gov.uk

Press for Change – experts in transgender law

www.pfc.org.uk



Trade Union Congress

www.tuc.org.uk

Stonewall - Organisation supporting the rights of Lesbians, Gay, Bisexual and Trans people

www.stonewall.org.uk

Women's National Commission

www.thewnc.org.uk

Working Families

www.workingfamilies.org.uk

Local Equality Based Organisations

Gender Matters

<http://gender-matters.org.uk/gender-matters>

LGBT Network

www.lgbtwolverhampton.org.uk

One Voice – Disability Organisation

<http://1voice.org.uk/>

Wolverhampton BME United

http://www.bmeunitedltd.co.uk/The_team.html

Wolverhampton Equality and Diversity Forum

<http://www.networkconsortium.org/our-projects/equality-diversity-forum>

Wolverhampton Ethnic Minority Council

<http://www.ethnicminoritycouncil.org/>

Wolverhampton Inter-faith Regeneration Network

<http://www.wifrn.org.uk/About.html>

Women of Wolverhampton

<http://www.wowonline.org.uk/>



We hope that you find this guide useful. Please ensure that you use the useful links we have provided you with on a regular basis to obtain more information or keep yourselves updated.

Don't forget you can also refer to the Wolverhampton Guide for Small Groups. This provides all the information a groups needs to stay safe and legal www.togetherwecan.uk.net

Background to this guide

Special Thanks

The Quick Guide to Equality and Diversity has been created with the time and expertise of many different individuals, volunteers and organisations across the city. A number of focus groups with organisations and interviews with individuals were held to ensure we came up with something that was simple, unique and easy to understand and something that could be used within organisations whatever their size. This could not have been achieved without your support 'Thank you'. Our special thanks also go to Wolverhampton City Council Equalities Team who have worked alongside the EDF to develop this guide.

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If you require this in a different format please contact
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