

ABOVE & BEYOND
cancer foundation



Equality Policy

Approved by: Trustees

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Contents

1. Aims.....	2
2. Legislation and guidance	2
3. Roles and responsibilities	2
4. Eliminating discrimination.....	3
5. Advancing equality of opportunity	3
6. Fostering good relations.....	3
7. Equality considerations in decision-making.....	3
8. Equality objectives	4
9. Monitoring arrangements	4
10. Links with other policies	4

1. Aims

Above and Beyond Cancer Foundation (A&BCF) aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

2. Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which requires us to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

3. Roles and responsibilities

The trustees will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the charity, including to staff, volunteers and clients, and that they are reviewed and updated at least once every four years
- Take responsibility for routinely monitoring the achievement of the objectives
- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training as needed
- Discuss any issues that arise at full trustee meetings

All A&BCF trustees and volunteers are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

4. Eliminating discrimination

The charity is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Trustees and volunteers are regularly reminded of their responsibilities under the Equality Act.

5. Advancing equality of opportunity

As set out in the Charity Commission guidance on the Equality Act, A&BCF aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. clients who are less mobile may require a different package of support)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling clients to access therapies regardless of their socio-economic status)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of charity societies)

In fulfilling this aspect of the duty, the charity will:

- Analyse our databases to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups (e.g. fewer referrals from a particular ethnic group)

6. Fostering good relations

A&BCF aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through our group and fundraising events.
- Working with our local community, and beyond, and building links therein.
- Developing links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

7. Equality considerations in decision-making

The charity ensures it has due regard to equality considerations whenever significant decisions are made.

The charity always considers the impact of significant decisions on particular groups. For example, when a charity event is being planned, the charity considers whether the event:

- Cuts across any religious holidays
- Is accessible to clients with disabilities
- Has equivalent facilities for males and females

8. Equality objectives

Objective 1: *Undertake an analysis of client data with regard to race, gender and disability twice yearly*

Why we have chosen this objective: to ensure we are fully inclusive and accessible to all as we have grown from a breast cancer support charity to supporting all types of cancer patients.

Objective 2: *Undertake an analysis of volunteer data with regard to race, gender and disability twice yearly*

Why we have chosen this objective: to ensure that as a charity we represent the demographic of our clients

Objective 3: *Train our trustees and charity volunteers annually on practice that has equality and diversity a the fore*

Why we have chosen this objective: to remain focused and vigilant in our practice

9. Monitoring arrangements

The trustees will update the equality information we publish, at least every year.

This document will be reviewed by trustees at least every 4 years.

10. Links with other policies

This document links to the following policies:

- Safe Working Practice