



Groundwork South Yorkshire

Diversity Policy

GWSY 041

Approved by the Board of Trustees November 2015

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		Author	DA

1. Introduction

Groundwork South Yorkshire welcomes the diversity of tradition, culture and belief within the communities we serve. We aim to provide appropriate and responsive services in support of our purpose to all parts of those communities, especially those experiencing poverty or other forms of exclusion. We will therefore seek to ensure that we reflect that diversity through our programme practice, governance, staffing and operations. We will not accept discrimination within Groundwork South Yorkshire on grounds of race, religion, gender, sexual orientation, ethnicity, disability or age.

2. Aims

Groundwork South Yorkshire has adopted a Diversity policy in order to:

- Equip it to successfully deliver its purpose
- Ensure that it continues to meet the expectations of all stakeholders, including funders
- Commit Groundwork South Yorkshire to tackling diversity
- Guide our behaviours both internally towards all employees, and externally to all suppliers, associates, stakeholders, communities and customers

3. Areas of Focus

3.1 Diversity – focuses not only on identifying that there are differences between people, but also on actually valuing those differences, both within the organisation and in its practice. It is the reality of managing and balancing differing needs and contributions of those involved in the organisation, for example, multicultural teams, people with disabilities, or educating the staff, the Board of Trustees and volunteers to work in a diverse team. Managing diversity has also come to incorporate the growing area of a more flexible range of working practices

3.2 Equal Opportunities - concentrates on the identification and removal of potentially discriminatory policies or practices. A minimalist approach to this can be merely to ensure that the organisation is complying with legal requirements. A more positive and active stance is to address issues such as under-representation of specific groups such as women, ethnic minorities or people with disabilities. Taking such action is in itself not unlawful. Policies and procedures need to be scrutinised in order to ensure that there is no intentional or unintentional discrimination. Groundwork South Yorkshire has an equal opportunities policy and it will be revised annually to make it compatible with and support the new diversity policy.

3.3 Community - In the context of this policy, a community is understood to be a group of people with something in common - a belief, a location, a purpose, or a need - who wish to work as, or be identified as, a group for sharing, and/or mutual gain, or simply to feel that they belong. There are three types of community which might be identified as:

- Territorial communities - defined by locality
- Interest communities - defined as sharing a common heritage, culture or interest (such as sports, disability, art, sexual orientation or hobby)

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- Attachment communities - defined by a shared feeling of identity, interaction and common bond



Signed:

(Chair)

Date: 16th November 2015



Signed:

(Executive Director)

Date: 16th November 2015

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