

# Positive about Individuals

NCVS is committed to achieving a working environment which provides equality of opportunity and freedom from discrimination on the grounds of any of the protected characteristics. We are proud to have been awarded the Disability Confident Committed symbol in recognition of this commitment and our recruitment practices.

The Disability Confident Committed symbol helps to make it clear to disabled people that we welcome applications from them and are positive about their abilities. It also shows existing employees that we value their contribution and will treat them fairly should they become disabled. At NCVS, we treat each member of staff as an individual and support them according to their needs.

## Definition of Disability

The Equality Act 2010 sets out the circumstances in which a person is 'disabled'. It says a person is disabled if they have:

- A mental or physical impairment that has an adverse effect on their ability to carry out normal day to day activities
- The adverse effect is substantial
- The adverse effect is long term (meaning it has lasted for 12 months or is likely to last for more than 12 months or for the rest of the person's life)



## NCVS is a Disability Confident Committed Employer

As a Disability Confident Committed Employer we have committed to:

- Ensure our recruitment process is inclusive and accessible
- Communicate and promote vacancies
- Offer an interview to disabled people
- Anticipate and provide reasonable adjustments as required
- Support any existing employee who acquires a disability or long term health condition, enabling them to stay in work
- At least one activity that will make a difference for disabled people.

## NCVS Equality and Diversity Statement

Equality is about ensuring people are treated fairly and given fair chances, diversity is about recognising and accepting that people are different in many ways, which may not conform with our personal preferences. For example:

- Approach to work
- Values
- Gender
- Ethnic origin
- Experience
- Age
- Disability
- Marital status
- Family commitments
- Sexuality
- Neighbourhood
- Religious beliefs

NCVS is committed to providing an environment in which everyone feels valued for the different qualities and approaches they bring. We believe that diversity is the fundamental platform for creativity and innovation in its widest sense and for us to grow we must be inclusive.

### **We will:**

- Establish and maintain a culture of implementing equal opportunities in all that we do;
- Take positive action in seeking to promote social justice;
- Implement anti-discriminatory practices in all our areas of work and amongst our members and users;
- Challenge oppression and inequality, creating a culture where people are valued for their individual talents;
- Share our experiences through openness and transparency;
- Create an environment where you are encouraged to develop to your full potential within your role;
- Strive to ensure that our employee profile generally reflects the diversity of the community in which we work;
- Support the use of flexible working patterns, wherever practical, to enable you to balance work and home responsibilities;
- Try to ensure that what we do is accessible to all, including identifying and removing physical, sensory, intellectual, cultural, attitudinal and financial barriers that prevent this;
- Monitor and evaluate our progress to enable us to learn from our experiences and build upon our success;
- Ensure that we have appropriate policies, procedures and practices in place to meet the requirements of discrimination and equal treatment legislation;
- Ensure that our policies and practices are monitored regularly and action taken to eliminate unlawful direct and indirect discrimination and promote equality of opportunity;
- Provide guidance and training for you to promote understanding of diversity and equal opportunities and enable you to apply these principles to your day-to-day work;
- Ensure that there are effective processes in place for resolving complaints of unfair treatment or discrimination.

We continually evaluate our work, employment practices and service delivery to ensure that we are meeting these commitments and to make improvements where needed.

We welcome and celebrate the richness and diversity of the people of Nottingham and the benefits that this diversity brings – everyone belongs, everyone fits in, everyone is valued.