



Cumbria Compact Equality and Diversity Code of Practice

Introduction

The Cumbria Compact

The Cumbria Compact is an agreement between the Third Sector and statutory organisations in Cumbria. It explains how they plan to work together, and contains a number of commitments.

The Cumbria Compact, including an up to date list of the statutory organisations that have 'signed up' to its commitments, can be downloaded from the Cumbria County Council website:

<http://www.cumbria.gov.uk/communityinformation/communities/thirdsector/compact.asp>

There are a number of Codes of Practice linked to the Cumbria Compact. These aim to give more information about the commitments of the Cumbria Compact, and concentrate on the practical details of how the commitments can be turned into reality. The first Codes of Practice are:

- Funding and Procurement
- Planning and Consultation
- Equality and Diversity
- Volunteers

Additional Codes of Practice may be developed in time.

Key Contacts

For further information about the Cumbria Compact and its Codes of Practice, please contact:

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The Equality and Diversity Code of Practice

This Code of Practice is a set of principles within which the statutory and third sectors agree to work. It seeks to recognise and value the diversity that exists in society generally and in Cumbria in particular.

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 of communities, villages and neighbourhoods.

The partners using the Compact are committed to:

- Recognising that everyone is different in terms of their race, age, gender, disability, sexuality, age or religion;
- Recognising the importance of equality and diversity and of human rights to a prosperous and cohesive society;
- Developing effective methods of engagement so all groups can participate in civic society to the greatest possible degree;
- Supporting marginal groups;
In Cumbria marginalized groups are defined as including:
 - People living in rural isolation
 - Service users and their carers
 - Lesbians, gay men, bisexuals and transgendered
 - People of a minority religion, faith or belief
 - People with a disability
 - Young people
 - Older people
 - People from black and minority ethnic groups
 - Asylum seekers and refugees
 - Gypsies and travellers
- Celebrating people's differences in our communities.

Equality and Diversity

Cumbria comprises a wide range of diverse communities. Commitment to applying the principles of equality of opportunity is central to a fair and democratic society. We recognise that issues of equality and diversity take many forms.

This Code is 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

This list is not definitive and may be revised from time to time.

The Statutory and the Third Sector in Cumbria will undertake a number of actions that will support this code...

Both sectors will:

- include equality and diversity as a key requirement in new policy development evidenced by:
 - i) Access to, and active promotion of, services
 - ii) Inclusion in training/learning programmes
 - iii) Participation of 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 that take account of equality and diversity issues
- 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 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 on equality and diversity where appropriate;
- Celebrate equality and diversity.

The statutory sector will also:

- 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 their organisation's published Equality and Diversity Policy as required;

The Third Sector will also:

- 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 with marginalized groups in an effective manner, appropriate to the size of the organisation.

Policies and legislation

This Code links to existing laws and ways of working and should be used in conjunction with the National Association for Voluntary and Community Action (NAVCA) '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 comply with the relevant legislation.

**Cumbria Compact Equality and Diversity Code of Practice
Appendix 1 - Contact Details**

Local information can be obtained by contacting the District Equality Partnership and the Cumbria Equality & Diversity Partnership:

Joel Rasbash - Equality Officer
Cumbria County Council
The Courts
Carlisle
CA3 8NA
01228-606639
equality@cumbriacc.gov.uk

Information about the Cumbria Multicultural Service can be obtained by contacting:

Barrow Outreach Centre
Cumbria Multi-Cultural Service
48 Cavendish Street
Barrow in Furness
Cumbria LA14 1PZ
01229 894401
<http://www.cumbria.gov.uk/communityinformation/mcs/>

Appendix 2 – Contact details

We recognise that making contact and engaging with marginalised groups can be complex, the following organisations maybe useful as a gateway to engaging with some of these groups in Cumbria:

AWAZ (Cumbria)

The voice of the Black and Minority Ethnic Community in Cumbria

www.awaz.info

Age Concern

Age Concern have local branches across Cumbria

Age Concern Barrow: (tel) 01229 831425

Age Concern Carlisle: www.ac-carlisle.org.uk

Age Concern Eden: www.ageconcerneden.org.uk

Age Concern NW Cumbria: www.ageconcern-nwc.org.uk

Age Concern South Lakeland: <http://www.ageconcernsl.org.uk/>

Cumbria Disability Network

Cumbria Disability Network links the various Third Sector disability groups in Cumbria.

Email: mark.tennant@tiscali.co.uk

Cumbria Youth Alliance

Cumbria Youth Alliance support Third Sector organisations working with children and young people across Cumbria.

www.cya.co.uk

Gay Cumbria

Gaycumbria.com has been created to give the GLBT community in Cumbria a voice.

www.gaycumbria.com

ACT (Action With Communities)

ACT is the Rural Community Council for Cumbria, and works with people and communities to improve the quality of life in rural Cumbria

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

Appendix 3 – Contact details

The following organisations may be useful to access general information regarding equality and diversity issues:

Age Concern

Age Concern is the UK's largest organisation working with and for older people.

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

0800 00 99 66

Age Positive

Focus on potential, skills and ability... not age.

<http://www.agepositive.gov.uk/>

Campaign against Age Discrimination in Employment

Fighting for the rights of seniors everywhere.

<http://www.caade.net>

Employers Forum on Age

Campaigning for an age diverse workforce.

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

0845 456 2495

Employers Forum on Disability

Focused on the issue of disability in the workplace.

<http://www.employers-forum.co.uk>

020 7403 3020

Equality and Human Rights Commission

On 1 October 2007 the three equality commissions - Commission for Racial Equality (CRE), Disability Rights Commission (DRC), Equal Opportunities Commission (EOC) merged into the new Equality and Human Rights Commission.

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

08457 622 633

Fawcett Society

Campaigns for equality between women and men in the UK on pay, pensions, poverty, justice and politics.

<http://fawcettsociety.org.uk>

Gender Trust

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

Help the Aged

Working to defeat ageism.

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

Information regarding Rural Diversity is available at:

<http://www.ruraldiversity.eu/>

Lesbian and Gay Employment Rights (LAGER)

<http://www.lager.dircon.co.uk>

Opportunity Now

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

Press for Change

Campaigning for the respect and equality for all trans people.

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

Race for Opportunity

Race for Opportunity is all about inspiring and working with business to demonstrate the clear opportunity and business case for working on race in the UK environment and globally.

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

020 7566 8707

Runnymede Trust

At the forefront of the fight against social injustice and racial discrimination for the last 34 years.

<http://www.runnymedetrust.org>

020 7377 9222

Stonewall

Equality and Justice for gay men, lesbians and bi-sexuals.

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