



PACTO

Pembrokeshire Association of Community Transport Organisations
Cymdeithas Mudiadau Cludiant Cymunedol Sir Benfro

Equality and Diversity Policy

1. Scope

This policy applies to staff, volunteers, services and service users of services provided *directly* by the charity known as Pembrokeshire Association of Community Transport Organisations. Other community transport services and schemes which operate within Pembrokeshire are governed by their own policies and procedures.

2. Statement of Intent

Pembrokeshire Association of Community Transport Organisations (PACTO) recognises that groups and individuals within society face both direct and indirect discrimination, and that some face discrimination in more than one respect. PACTO aims to promote equality of opportunity and to ensure that no individuals, group or organisation is discriminated against by PACTO, in its employment practice or provision of service, on any of the following grounds:

Age	Gender
Marital Status	Religious or Political Belief
Pregnancy and Maternity	Health Status
Colour	Sexual Orientation
Nationality	Gender Reassignment
Domestic Care Responsibilities	HIV or AIDS
Physical Mental or Sensory Impairments	Social or Economic Background
Ethnic Origin	Language
	Unrelated Criminal Convictions

PACTO conforms with the relevant anti-discrimination legislation, specifically the Equality Act 2010 and any other current relevant legislation.

PACTO is committed to equal opportunities at all levels within the organisation and in all its activities, through daily practice and positive action.

2. Objectives

PACTO has specific objectives in its intention to promote and implement equal opportunities.

2.1 Employment

No existing or potential member of staff should face discrimination, either directly or indirectly, in PACTO's advertising or recruitment procedures. PACTO will make reasonable adjustments to meet the needs of staff with physical or sensory impairments or other protected characteristics as defined by the Equalities Act 2010. Existing staff who may become disabled will be provided with support and assistance to enable them to continue in post where appropriate. Terms and conditions of employment will reflect PACTO's commitment to equal opportunities.

2.2 Volunteering

PACTO is committed to good practice in volunteering. PACTO seeks to ensure that no potential or existing volunteer experiences discrimination, directly or indirectly, in line with staff recruitment and employment procedures.

2.3 Governance

PACTO will seek to ensure that its Board of Trustees is representative of the local communities within which the organisation operates.

2.4 Services

PACTO will ensure that all its services are available and accessible to all sections of the local community, as described in the statement of intent. In addition, we will positively encourage disadvantaged sections of the local community to make use of PACTO's services and those of its member organisations. Affiliated organisations and user groups will be encouraged to develop and promote their own equality and diversity policies.

3. Monitoring and Review

PACTO believes that unless the Equality and Diversity Policy is regularly reviewed it may be rendered ineffective. The Chair of PACTO will have overall responsibility for equal opportunities within the organisation, including for ensuring the periodic monitoring and review of this policy. This policy will be reviewed at least every two years, or more frequently if necessary to take account of changes in the organisation or legislation.

4. Specific Targets

4.1 Training

PACTO staff and Trustees will have the opportunity to access training and advice about equal opportunities issues.

4.2 Published Material

All published material issued by PACTO will be non-discriminatory. All recruitment advertisements will make clear reference to PACTO's Equal and Diversity policy and seek to encourage applications from groups currently under-represented within the staffing profile of the organisation.

All external published materials and recruitment advertisements will be Welsh/English bilingual, where appropriate, and placed in appropriate specialist and minority press as well as local community facilities such as on notice boards. Visual representations will seek to include positive images of sections of the local community under-represented as staff, volunteers and service users.

The Equality and Diversity Policy shall be available on request to member groups.

4.3 Facilities

Venues for training, conferences and other events will be chosen with consideration for access for the disabled and the availability of the necessary facilities and equipment for those with sensory impairments. The timing and location of training, conferences and events will take into consideration the needs of those with child and other care responsibilities.

5. Complaints

Any individual or group may refer to the Trustees any matter which they feel may be grounds for discrimination. Non-adherence to the Equal and Diversity policy or instances of deliberate or inadvertent discrimination experienced by a group or individual will be considered by the Trustees.

Signed on behalf of the Trustee Board.....

Signed on behalf of the Trustee Board.....

Date.....10/2/23:.....

