

# Lee ICANGO – Registered Charity no.1135358 – Policy Documents

## Lee ICANGO (Community Transport) - Equality and Diversity Policy

Version - April 2024

### 1. Introduction

The service of Lee ICANGO (Community Transport) is available to everyone in our community.

- We recognise that in society power is not held equally, and that groups and individuals have been and continue to be discriminated against on many grounds.
- We also recognise that where direct or indirect discrimination occurs within Lee ICANGO, or any of our online / social media platforms it is both morally and legally unacceptable.

The purpose of the Equality and Diversity Policy is to set out clearly and fully the positive action and commitment Lee ICANGO undertakes to combat direct and indirect discrimination, regarding our services to the community and relationships with other bodies. This includes, but is not limited to, decisions to appoint trustees and volunteers.

### 2. What is discrimination and harassment?

Every trustee, volunteer, and member of the community is entitled to engage with Lee ICANGO in an environment that promotes dignity, equality, and respect for all. In accordance with the Equality Act 2010, no form of intimidation, bullying or harassment will be tolerated against a trustee, volunteer, or member of the community, because of a protected characteristic, e.g.

- Sex
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including ethnic origin, colour, nationality and national origin)
- Disability
- Sexual orientation
- Religion and or belief
- Age

### 3. Equality & Diversity Policy Aims

Lee ICANGO aims to develop Community Transport services for members of our community to benefit from in whichever capacity they may choose, e.g. trips, outings, clubs, etc.

We aim to treat every person, trustee, volunteer, and members of our community equally. In adopting this policy, Lee ICANGO is also making an unequivocal commitment to implementing it, to ensure that equal opportunity becomes a reality.

### 4. Diversity

Our charity belongs to all individuals associated with Lee ICANGO. We aim to provide services to suit the interests and meet the needs of a wide variety of people. For example, Lee ICANGO is accessible to wheelchair users and we provide for individuals, children and families considered vulnerable our community.

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Lee ICANGO is open to new ideas, and is committed to serving the community, and seeking grants for new opportunities. We are committed to regularly accessing requirements to ensure they meet the on-going needs of individuals associated with Lee ICANGO. In addition, all recruitment activities, for both trustees and volunteers adhere to this policy.

### 5. Inclusion and respect

Lee ICANGO operates services for community groups, clubs, societies, and the wider community in line with its Charitable Objects. The trustees recognise that individuals and families may be in financial hardship. In these circumstances, we will look for ways to ensure no one is excluded. We can achieve this from grant-funding from various funding sources.

### 6. Complaints

**Dealing with discrimination and harassment** If an individual associated with Lee ICANGO feels they have been discriminated against or harassed whilst using the services of Lee ICANGO, they should raise this immediately with the Chair of Trustees. An independent committee, appointed by the Chair of Trustees will investigate the complaint, listening to all the parties involved. If the complaint is against a trustee, they will be excluded from the committee. If the complaint is against a particular individual, they will have the opportunity to express their point of view, accompanied by a representative. Likewise, the person making the complaint will have this opportunity. If the complaint is against Lee ICANGO, the Trustees will carry out a full investigation and work to ensure it is not repeated. A full report, setting out the investigation and mitigation (if necessary) will be made available. Any decision to exclude a person from the organisation due to discriminatory or harassing behaviour will be made with reference to Lee ICANGO's charity deed. Lee ICANGO will support people who feel they have been harassed or discriminated against without prejudice.

## **Lee ICANGO – Registered Charity no.1135358 – Policy Documents**

Contact details

### **Designated Diversity & Equality Officer**

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### **Deputy Diversity & Equality Officer**

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We are committed to reviewing our policy and good practice annually.  
This policy was last reviewed on: 03 April 2024

Signed: Paul A Twine

Date: 03 April 2024