

COMMUNITY FOUNDATION FOR CALDERDALE

DIVERSITY AND EQUALITY POLICY

The Foundation's organisational values reflect diversity in all aspects of service to the community of Calderdale.

This policy covers the Foundation's key areas of operation; decision-making, services to members, administration and external relationships.

The Foundation is a membership organisation, which exists to promote philanthropy and make grants to support charitable and voluntary groups in the Calderdale area. Its value base and orientation derive from its commitment to improve the quality of life for the people of Calderdale. We aim to fulfill this by:

- Constructive grant making.
- The encouragement of philanthropy.
- The building of endowment to create a permanent local fund.
- Acting as a catalyst and facilitator in local initiatives.

The Foundation is concerned in fostering active community involvement in local initiatives and partnerships and equity and accessibility in our services. We recognise and value diversity in the community that we serve and seek to reflect these purposes and values in our work.

The Foundation recognises that certain groups and individuals in society are discriminated against on factors such as race, colour, gender, sexual orientation, religious affiliation, national origin, age and disability.

The Foundation tries to embody equal opportunities in all aspects of its work. The main ways in which it aims to do this are through the measures outlined below.

Decision Making

The Foundation's Board of Trustees is drawn from its membership, this is as laid down in the Memorandum and Articles of Association. In considering nominations for the Board we seek to ensure a balance in geographical spread across Calderdale and members perspectives and experiences.

Similar balances will be sought in the composition of sub-committees.

Services to Members

In all its work the Foundation seeks to deliver services appropriate to its membership maintaining a balance and offering events as equitably as possible, taking geographical location and resources into account. In our events we will seek accessibility in our choice of venues and visible expression of the Foundation's concern to recognise and value diversity through selection of

speakers and facilitator. The Foundation seeks to be well informed on local needs, issues and priorities so as to ensure that its work is as sensitive and open as possible to the interests and needs of its members and the wider community.

Administration

The Foundation's staff team is fairly small and cannot reflect the various groups that make up our community. Staff recruitment is a rare occurrence but when vacancies occur the Foundation will try to create a balanced team and to ensure that no applicant is treated less favorably because of race, colour, gender, sexual orientation, national origin, age or disability. Selection criteria used and procedures adopted will be monitored for fairness.

Grant Making

The Foundation seeks to ensure that everyone in the community is able to access its grant making programmes. The Foundation encourages applications from groups working in areas where disadvantage is greatest, where there is unmet need and looks at ways in which it can encourage existing organisations to fill that need.

Information about eligibility, grant making policy and process is included with all application forms. No organisation is turned down on grounds of race, gender, age, sexual orientation or geographic base. Any group who has difficulty in filling in the application form can contact the Foundation for help.

External Relationships

In its choice of partners for activity and in all its dealings with other organisations the Foundation will seek to use judgement based on our beliefs and values and to exercise influence, where it can, to foster an equal opportunities approach.

This statement marks one stage in a process for the Foundation. The Board will keep the issue under review and monitor progress on a regular basis.