



ILA-WALES CIC: Iberians & Latin Americans in Wales
Equality & Diversity Policy

ILA-WALES CIC recognises that groups and individuals within society face both direct and indirect discrimination, and that some face discrimination in more than one respect.

ILA-WALES CIC aims to promote equality of opportunity and to ensure that no individual or group is discriminated against by our organisation or individual members, our policies and practices or our provision of services on any of the following grounds:

- age
- colour
- domestic care responsibilities
- ethnic origin
- gender
- HIV or AIDS status
- language
- marital status
- nationality
- religious or political belief
- sexual orientation
- social or economic background
- physical or mental disability or sensory impairment.

Membership & Volunteering

The Management Committee members involved in the recruitment of members and/or volunteers should receive equal opportunities awareness training. Materials used to recruit members or volunteers should be non-discriminatory. **ILA-WALES CIC** will seek to encourage membership from groups currently under-represented within the Group.

Services

The Equal Opportunities Policy will be publicly displayed within the organisation and will be distributed to members on request. Publicity and publicity opportunities will make reference to the policy and, in addition, positive action will be used to encourage involvement from sections of the community currently under-represented. Publicity and materials used will be produced bilingually or in other languages where appropriate and will seek to include positive images of sections of the local community under-represented within the organisation.

The timing and venues for events etc. will be accessible to disabled people (with the necessary facilities and equipment made available to accommodate people with sensory disabilities) and will take into consideration the needs of those with child or other care responsibilities, as appropriate.



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ILA-WALES CIC will seek to maintain this policy and monitor and review it in relation to current and future legislation.

ILA-WALES CIC will also keep under review practice, procedure and policies to ensure that people are not disadvantaged by conditions or requirements that cannot be shown to be justified.

Date Adopted: **5 September 2022**

The Equality & Diversity policy will be reviewed annually.

Signed: *Patricia RM Jones* (Safeguarding Champion & Director of Heritage & Communication)