



**HAMPSHIRE PARENT CARER NETWORK
EQUALITY AND DIVERSITY POLICY**

Date Introduced:	September 2022
Next Review Date:	September 2023

Hampshire Parent Carer Network recognises that all parents and carers of a child or young person with Special Educational Needs or a Disability (SEND) living in or receiving services in the area has an equal right of access to become a member of the forum.

HPCN is committed to encouraging equality, diversity and inclusion among our staff, steering group members, volunteers and members and eliminating unlawful discrimination.

The aim is for HPCN to be truly representative, to enable this we will celebrate diversity, positively promote equality, foster equal opportunities and tackle discrimination in all we do. HPCN will not unlawfully discriminate staff, steering group members, volunteers or members because of the Equality Act 2010 protected characteristics of:

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

HPCN aims to;

- Be an inclusive organisation
- Integrate the principles of equality
- Promote diversity in all aspects of our activity
- Ensure that all individuals who come into contact with HPCN are treated with dignity and respect
- Provide a safe, supportive and welcoming environment for all
- Recognises that people with different backgrounds, skills, attitudes and experiences bring fresh ideas and perceptions.

HPCN will actively address discrimination, harassment, bullying, and victimisation and

ensure that everyone directly associated with our organisation – staff, steering group members, volunteers, members, contractors, local strategic partners, associates, and visitors are aware of our commitment in these areas and how this policy affects them.

HPCN will identify and take positive and practical steps, to remove any barriers to the participation of people who are currently underrepresented as staff, steering group members, volunteers and members.

HPCN will enable staff, steering group members, volunteers and members to have equal access to relevant training and opportunities for development and ensure that terms, conditions, volunteer, and employment practices do not discriminate against any group. HPCN will ensure that the steering group and manager establishes and maintains suitable systems to effectively monitor and evaluate compliance and progress in relation to promoting equality of opportunity.

HPCN recognises the need to ensure that all parents and carers with a child or young person aged 0 to 25 with SEND in Hampshire can be members and contribute to the development of the forum. We are committed to increasing our membership and extending our reach amongst under-represented and disadvantaged groups.

All staff, steering group members, volunteers, members, contractors, associates and local strategic partners have a right to make a complaint if they consider this policy has been breached. Complaints should be made inline with our complaints policy.