

National Tremor Foundation

Equality and Diversity Statement

The National Tremor Foundation:

- Accepts that in society certain groups or individuals are denied equality on the grounds of age, disability, gender, gender re-assignment, marital status, pregnancy, race, religion, sexual orientation and other factors irrelevant to the purpose in view.
- Welcomes the statutory requirements laid down in the Equality Act 2010.
- Recognises that it has a moral and social responsibility that goes beyond the provisions of the above mentioned Act, and that it should support and contribute to the wider process of change through all aspects of its work and practices, in order to eliminate discrimination and promote equality and diversity.
- Is committed to taking positive steps to ensure that:
 - all people are treated with dignity and respect, valuing the diversity of all;
 - equality of opportunity and diversity is promoted;
 - services are accessible, appropriately and delivered fairly to all;
 - traditionally disadvantaged sections of the community are encouraged to participate in policy decisions about the management of the services provided.

Equality and Diversity Policies and Procedures

This policy applies to all volunteers, trustees and the general public.

1. Commitment

Equality and diversity are central to the work of the National Tremor Foundation. It will treat all people with dignity and respect, valuing the diversity of all. It will promote equality of opportunity and diversity. It will eliminate all forms of discrimination on grounds of age, disability, gender, gender re-assignment, marital status, pregnancy, race, religion, sexual orientation and other factors irrelevant to the purpose in view. It will tackle social exclusion, inequality, discrimination and disadvantage. For this policy to be successful, it is essential everyone is committed to and involved in its delivery. The organisation's goal is to work towards a just society free from discrimination, harassment and prejudice. The National Tremor Foundation aims to embed this in all its policies, procedures, day to day practices and external relationships.

2. Aim of Equality of Diversity Policy

The National Tremor Foundation aims to:

- Ensure that our services are accessible according to need;
- Work in a way that ensures everyone is included in the work of the foundation;

- Make reasonable adjustments to our services to make everyone feel welcome.

3. Objectives

We will achieve these aims by:

- Developing a range of media channels to promote our work and to communicate with people who need our services;
- Campaigning to raise awareness of Essential Tremor in a range of different imaginative and creative ways that opens up access to a wider group of people;
- Positively supporting and promoting development, both in different geographical areas and sections of the population, where we are currently under-represented and less well known;
- By reaching out to a more diverse group of volunteers by providing more information about volunteer opportunities and how to get involved;
- By providing basic support and training to encourage more volunteering.

4. Why have this Policy?

The National Tremor Foundation recognises, respects and values diversity in its volunteers and the people who use its services, and want to be open to all ideas for development and to all people who need our services.

5. Procedures for Implementation

Keith will be responsible for ensuring the implementation of this policy.

6. Method of Implementation

We will ensure that all trustees, volunteers and users are aware of, understand and agree with, and are willing to implement this policy by placing a copy on our website and ensuring that all trustees and volunteers are provided with a copy.

7. Monitoring and Reviewing

An action plan will be attached to this policy and reviewed annually by the trustees. Use of our website is monitored with the aid of Google Analytics which shows the age and geographical location of visitors to the website. A regular survey will be carried out of members and volunteers. Simple monitoring systems will be put in place for online events and conference bookings, to collect data about who is making use of our services.