

Equality, Diversity and Inclusion Statement

York Centre for Voluntary Service (York CVS) and our social action projects are committed to promoting equality, diversity and opportunities for all, in everything we do. From representing our members to providing safe, inclusive meeting and working environments for our staff and volunteers. We will not tolerate discrimination, harassment, and bias.

We value and celebrate differences and recognise that people belong to many communities. Therefore, we are dedicated to continually learning and improving our approach to equality, diversity and inclusion to fulfil our role in supporting and representing York's voluntary, community and social enterprise (VCSE) sector.

Our approach:

Our internal Equality, Diversity and Inclusion (EDI) working group, made up of our staff and trustees, shape and develop our approach and action plan. Our EDI working group engages in open conversations which challenge and provide insight to enable us to continually develop and improve our approach.

To promote equality, diversity and opportunities for all, in everything we do as an organisation, we:

- Fully comply with and uphold the principles of the [Equality Act 2010](#)
- Address our organisation's processes and procedures and seek continual improvement
- Reach out to people with direct, first-hand experience and together find the best ways to make a real and lasting difference
- Actively seek to put co-design, co-production and co-delivery at the heart of everything we do, to empower individuals and communities
- Ensure the Priory Street Centre is an accessible, welcoming and safe space for all who wish to use it
- Encourage an open and honest dialogue to drive change - promoting kindness and understanding at the heart of conversations
- Actively learn from the experiences of others to adapt and improve our practices
- Complete an annual review of our Equality, Diversity and Inclusion Statement
- Persistently promote equality and diversity in the recruitment of staff and in volunteering
- Have a standing agenda item at every Board meeting and provide regular reports on progress made
- Have a standing agenda item at every Management team meeting
- Ensure all our communications and imagery are accessible, inclusive and representative
- Share our journey and learning as a resource to support our member organisations.

Our commitment to our members

Our strength comes in part from the strength of our member organisations. We play a unique role in supporting and representing the VCSE sector in York, a role which we take great pride in.

As part of our commitment to reporting back and engaging with our members, we will share all learnings from our EDI working group to support members to challenge stigma and to promote equality, diversity and inclusion.

We actively draw on the expertise and experience of our members. We will engage with them to nurture our shared sense of purpose and values to achieve our shared ambitions for a truly inclusive society free from prejudice.

Our commitment as an inclusive employer

We are dedicated to continually reviewing, learning, and improving our internal practices and processes to nurture a culture that is committed to, and embraces equality and equity, and which celebrates diversity.

We will specifically focus on:

- The recruitment and retention of staff (including staff wellbeing) through our Staff Wellbeing Action Plan
- Identifying and providing opportunities for training and professional development
- Consulting staff and volunteers on plans and keeping them regularly informed
- Nurturing a culture that embraces and celebrates diversity.

Agreement

This EDI statement is fully supported and approved by our Board of Trustees and Senior Management Team.

A handwritten signature in blue ink, appearing to read 'Lee Probert'.

Lee Probert
Chair, York CVS