

# North Tyneside LINK Equality and respect statement November 2011

## 1. Introduction

- 1.1 North Tyneside Local Involvement Network recognises that many people in our society experience discrimination or lack of opportunity for reasons, which are not fair. These include: race, religion, creed, colour, national and ethnic origin, political beliefs, gender, sexual orientation, age, disability (including mental illness), marital status, responsibility for dependants, appearance, geographical area, social class, income level or criminal record.
- 1.2 NT LINK is committed to promoting equality of opportunity, opposing discrimination and encouraging diversity amongst its Board members, staff team, members and volunteers and in engaging with communities across North Tyneside.
- 1.3 NT LINK is committed to meeting the standards of current legislation regarding equality, diversity and respect.

## 2. Commitment

- 2.1 NT LINK undertakes to:
  - Recognise the importance of equality, diversity and human rights to a prosperous and cohesive society.
  - Develop effective ways of working so all groups can get involved
  - Support marginalised groups
  - Celebrate people's differences in our communities
  - Try to communicate with all sections of the community, using the most effective means available, avoiding jargon and acronyms
  - Take account of cultural, geographical, religious issues and caring responsibilities when organising meetings or consultations
  - Take action to provide access to and actively promote LINK involvement to marginalized groups. See LINK Inclusion Strategy
  - Train or provide access to training for LINK Board members, employees and volunteers to work in accordance with good equality and diversity practice.
  - Act in line with the law (both UK and European)
  - Operate within the Host's Equality and Diversity Policy
  - Annually review the Equality and Respect Policy

### **3. Respect and dignity**

- 3.1 The NT LINK Board, Team and Members understand the right for all individuals to be treated with dignity and respect. Every individual or group that the LINK comes in to contact with, whether in person or via email, telephone or other correspondence, will be treated with dignity and respect,
- 3.2 Authorised LINK representatives will abide by the Enter and View Policy, which prevents them from viewing any health or social care service if their presence could impinge on the dignity of the service user.

### **4. Monitoring and evaluation**

- 4.1 The Board will maintain a constant and continuing interest in discrimination issues and unfair and unequal practices in relation to the LINK.
- 4.2 The Board recognise the value of advice and support from individuals and groups who have specialist knowledge and experience or who represent minority groups and will request such advice and support where necessary and develop the policy in line with this.

### **5. Translation statement**

- 5.1 North Tyneside LINK is committed to the elimination of discrimination and will involve the diverse population in health and social care.
- 5.2 NT LINK believes that all its members and the community should be able to participate equally and that none of them should experience poor quality involvement as a result of not being able to communicate effectively verbally or non-verbally. NT LINK therefore intends to provide good quality communication services to the diverse communities it serves.
- 5.3 All information produced by NT LINK will be made available (by request) in alternative formats such as large print, tape and community languages. NT LINK endeavours to provide translation services at Board meetings, member and public LINK events when given prior notice. LINK members and members of the public will be asked if they have additional needs when registering for events and meetings.

### **6. Review**

- 6.1 This document will be reviewed by December 2012.

**LINK Manager  
December 2011**