



## **EQUALITY AND DIVERSITY STATEMENT**

The National Association of Official Prison Visitors ("NAOPV") is committed to promoting and valuing diversity in every aspect of the work it carries out and will strive to ensure that:

- All individuals are treated fairly, with dignity and respect.
- Opportunities provided are open to all eligible individuals.
- Benefit is gained from the skills, talents and experience offered by a diverse membership reflecting all sections of our communities.
- The volunteering environment is based on and built on inclusiveness and merit.

## **DISCRIMINATION**

The NAOPV is opposed to all forms of discrimination on the grounds of race, age, gender, sexual orientation, disability, religion or belief.

The NAOPV has a zero tolerance towards any acts of discrimination or harassment by or against volunteers, other stakeholders and the public at large.

The NAOPV is committed to monitoring its recruitment and membership processes and will address any issues related to equality and diversity to eliminate any potentially discriminatory practices.

## **RECRUITMENT AND SELECTION**

The NAOPV will use its best endeavours to ensure that all recruitment processes are designed to attract applications from all sections of society and to ensure fair and non-discriminatory treatment throughout the recruitment and selection process. In particular it will:

- Where practicable carry out diversity monitoring of all applicants for volunteering roles and remunerated posts.
- Carry out regular reviews to identify any diversity issues that should be addressed.
- Where practicable check that volunteer role and any remunerated job descriptions are relevant and non-discriminatory.
- Ensure that the wording and imagery used in recruitment and other literature generated by the NAOPV, reflect and appeal to all sections of society.
- Ensure that volunteering opportunities are advertised without appearing to disadvantage or exclude any sections of society.

However, an OPV can only be appointed by the governor of the prison to which the OPV has been assigned and security screened, and that appointment is limited to OPV visits to that prison. Only the Governor of that prison may discharge an OPV from that position.

## **TRUSTEE AND INDIVIDUAL RESPONSIBILITIES**

The Trustees of the Association are responsible for ensuring that the NAOPV meets its obligations under this policy.

The NAOPV will be responsible for putting in place mechanisms and procedures to achieve and maintain a culture and environment that accords with its statutory and other obligations, in addition to its commitment to diversity and equality.

It is the individual responsibility of all members who carry out paid or unpaid work on behalf of the NAOPV to:

- Comply with the letter and spirit of this policy.
- Be sensitive to the potential impact of their own behaviour on colleagues, service users, prison staff and applicants for posts.
- Challenge any discriminatory practice that they may witness and cooperate in the elimination of any discriminatory practices which may be identified.