



## Underlying Principles and Values

The Laganscape project is firmly committed to promoting diversity throughout the organisation. We are committed to an ethos of respect, improving community relations and mutual learning.

We recognize that the provision of equal opportunities demonstrates best practice regarding volunteer management. Our welcoming diversity policy will ensure all volunteers have the opportunity to develop to their full potential.

## Promoting Diversity

The Laganscape project is firmly committed to diversity in all areas of its work. We believe that we have much to learn from diverse cultures and perspectives, and that diversity will make our organisation more effective in meeting the needs of the community. We are committed to developing and maintaining an organisation in which differing ideas, abilities, backgrounds and needs are fostered and valued, and where those with diverse backgrounds and experiences are able to participate and contribute. We will regularly evaluate and monitor our progress towards equal opportunities. Volunteers will be asked to complete a diversity monitoring form. The information collated can then be monitored and measured against the local community to ensure that our volunteer programme is accessible for all. We will endeavor to promote volunteering to as wide audience as possible by using the following recruitment methods:

- promotional materials will be made available as widely as possible
- Strong/Comprehensive Equal Ops/Anti Bullying Policy
- Training in diversity issues
- Seek partnerships with relevant groups
- Consultation with certain groups
- Pro-active in recruiting from under-represented groups
- Accessibility

We know that success can come from volunteering in a safe, supportive and respectful environment; it is this environment that we hope to encourage as a fundamental part of the Laganscape Volunteer Programme.