



Equality, Diversity and Inclusion at Age Concern Luton

Equality, diversity and inclusion are at the heart of Age Concern Luton. Our goal is to embrace the diversity of older people, and to enable them to take an active part in the wider community with appropriate support to address any obstacles or barriers.

Explanation

Luton's older people are all different. They may come from different backgrounds, have different relationships and family structures, originally be from different countries, have different religions, faith and beliefs, have different worldviews and have different skills, interests and abilities. Some of these differences are visible and others are unseen. We see these differences as having value!

We want people to feel included. Whether this is within the local community, our services or the wider world. This inclusion helps people feel valued.

By being aware of diversity and inclusion and making this central to our aims this makes Age Concern Luton better! This is better for us as an organisation and more importantly better for Luton's older people. We want people to feel valued, included and that their diversity is celebrated in the services we provide!

Discrimination

We are against any form of discrimination, victimisation or harassment. People should never be negatively treated, or have a bad experience, on the grounds of their age, disability, sex, race, religion, sexual orientation, or beliefs, or gender reassignment.

We are committed to tackling the inequalities and exclusion experienced by many older people, and promoting equality and inclusion of older people from diverse backgrounds in all areas of our work.

How we foster Inclusion

We recognise the diversity of older people, their carer, and advocates, valuing their distinct needs, preferences, cultures, and beliefs. Our commitment to inclusivity extends across all facets of our work and operations, whether it involves delivering services to older individuals, engaging in advocacy and influence, or serving as an employer.

In the realm of our services for older people, it is vital that we ascertain the demographics reached by our services and programs to identify any disparities in their experiences. This means we can identify trends (such as lower take up rates). To achieve this we request relevant information from referrers and individuals themselves.

The collected data not only informs our planning and service development but also enables us to address identified gaps or inequalities. It serves as a strategic tool to also prevent the allocation of resources to services that are unwanted or unnecessary, or that may be inappropriate.

In the formulation of our policy positions, we remain steadfast in our commitment to advancing equality and diversity, combating discrimination, upholding the human rights of older individuals—including dignity, security, and opportunity—and empowering them to contribute actively to their local communities.

As an employer, it is equally paramount that we appreciate and celebrate the diversity of our staff and volunteers. Our Trustees and management team assume the responsibility of promoting equality and valuing diversity. They play a crucial role in fostering an inclusive culture, driving change and improvement, monitoring progress, facilitating the exchange of best practices within our charity.

Purpose

We do not want our town, our country or a world where people face unfair treatment based on their age, ethnicity, gender, religion or belief, sexual orientation, or disability.

We firmly believe that cultivating an inclusive society where everyone, including older people, are treated with dignity and respect, will not only enhance the well-being of older people and help improve Luton, but also contribute to the development of increased social cohesion, tolerance, stability, and prosperity in broader society!