



Equality and Diversity

1] Introduction

YOUR ORGANISATION NAME is committed to the principles of equality and diversity. We aim to create an environment where individuals, workers and others feel valued and respect each other's diversity.

YOUR ORGANISATION NAME embraces and embeds equality, diversity and inclusion to meet the needs of individuals, employees and others. The organisation is also committed to providing a working environment that is welcoming, inclusive, respectful and is free from unlawful discrimination and bias.

The organisation will ensure that all learning and development opportunities have equality, diversity and inclusion included as an integral part of delivery. This involves ensuring that events are accessible to all employees and that access to events is compliant with this policy and equality and diversity legislation.

There are no circumstances under which YOUR ORGANISATION NAME will tolerate discrimination, harassment, bullying, victimisation or any form of abuse towards individuals, employees and others. This also includes cyber-harassment or cyber-bullying. Any issues must be reported to the Registered Manager.

We are committed to raising the profile of Equality and Diversity and to being proactive in ensuring fairness to all. This will involve identifying and addressing any potential barriers.

2] Scope

This policy applies to all aspects of the organisation and aims to ensure that the needs, rights of individuals, employees and others is not compromised, placed at a disadvantage and will receive fair treatment.

The purpose of this policy is to minimise or remove any discrimination on individuals, employee and others on the grounds of race, sex, disability, age,

pregnancy and maternity, marriage and civil partnership, gender reassignment, sexual orientation, religious or other belief.

The Equality Act 2010 underpins this policy. No individuals, employees and others will be discriminated against any of the protected characteristics. We encourage everyone to play a part in promoting our policy as they engage in our services.

A] Discrimination

There are four types of discrimination; Direct discrimination, Discrimination by association, Perception discrimination and Indirect discrimination.

Discrimination is when people are treated less favourably than others because of a protected characteristic they have or are thought to have. This includes discrimination on the grounds of their gender, race, ethnic origin, religious beliefs, age, marital status, stage of development, ability or disability, sexual orientation, gender reassignment, wealth or background.

B] Racial Harassment

Racial harassment is any action of a racist nature that results in people feeling threatened or compromised. It can include:

- racial name calling
- derogatory remarks
- racist graffiti or jokes
- display or circulation of racially offensive material
- physical threats, insulting behaviour or gestures
- open hostility
- exclusion from normal conversation or social events.

C] Sexual harassment

Sexual harassment is unwanted conduct of a sexual nature that affects the dignity of women and men at work, including physical, verbal or nonverbal

conduct. It can be in the form of:

- insensitive jokes or pranks
- lewd comments about appearance
- unnecessary bodily contact
- displays of explicit materials
- gestures and leering
- speculation about a person's private or personal life

D] Victimisation

Victimisation is when a person is treated less favourably in the same circumstances because that person has, in good faith, made a complaint or raised a grievance under the Equality Act, or because they are suspected of doing so.

C] Bullying

The law recognises bullying as a serious issue and the protection from Equality Act 2010 makes it a criminal and civil offence to cause harassment, alarm or distress to a person.

Bullying is a form of harassment, whether by staff or other learners. Bullying is verbal, nonverbal or physical conduct that causes individuals to feel threatened, isolated or humiliated and may include members of a group other than those being directly targeted.

Bullying can take many forms and can be quite difficult to detect by those not directly involved; all learners and staff are asked to report bullying at the earliest stages, so that it can be stopped, your confidentiality will always be respected.

D] Recruitment, Selection and Promotion

YOUR ORGANISATION NAME is committed to fairness and transparency during recruitment, selection and promotion. Our recruitment, selection and promotion will be on the basis of the ability to meet the requirements of the job role.

Job descriptions and Person specifications will only include relevant criteria that are required to perform the duties and responsibilities of the post. Where there is a genuine occupational requirement which is justified in accordance with provisions of the Equality Act 2010 e.g. relating to age, sex or race, specific reference will be made to this.

Where employees have needs such as cultural, religious, disability, or gender based, YOUR ORGANISATION NAME will consider and make adjustments to existing workplace practice as long it is reasonable and practical.

YOUR ORGANISATION NAME will apply positive action in limited circumstance during recruitment, selection and promotion where the workforce does not represent the local population in line with the provisions afforded by the Equality Act 2010.

The organisation is also a disability confident employer, where we have committed to make provisions to promote inclusion and diversity in the workplace

3] Location of the policy

This policy is available to all people using our services, families, professionals, staff members and interested third parties. The policy is published on our portal, statement of purpose, staff handbook and service guide

4] Communication of the policy

All individuals and others using our services will be informed or reminded about the policy as part of all care planning and reviews activities.

All employees will be informed or reminded about the policy during induction, mandatory training and supervisions. [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

YOUR ORGANISATION NAME will ensure that all members of staff have mandatory training in Equality and Diversity annually. All new employees will have training on equality and diversity as part of their induction.

5] Employee accountabilities and responsibilities

YOUR ORGANISATION NAME requires all employees to share responsibility for promoting equality, diversity, inclusion and ensuring that this policy is implemented in practice.

YOUR ORGANISATION NAME and its employees can be held personally liable for or breaching the Equality Act 2010 and acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees and stakeholders.

All employees are expected to be role models, champion equality, diversity and inclusion across the organisation. They have a responsibility for creating a climate where the differences that individuals bring are valued.

6] Quality Assurance of the operation of the policy in practice

YOUR ORGANISATION NAME will regularly review all care diaries, supervision reports, incident reports, recruitment, selection, learning and development and other records to ensure they are transparent and that all

matters regarding equality and diversity have been addressed in line with the policy. Where there are gaps the organisation will immediately ensure we apply this policy and its procedures. The organisation will conduct an equality impact assessments on all policies and services as part of quality assurance and governance.

7] Review

The Registered Manager will be in charge of reviewing this policy annually to ensure its aim and objectives remain relevant. Review of the policy will take place earlier to take note of any changes in regulations and legislation. The policy will also be informed by Stakeholder feedback and changes in practice.