

Equality, Diversity & Inclusion Policy



The purpose of this policy on equality, diversity and inclusion is to explain how the organisation is fully committed to these principles and values. The policy should always be referred to wherever differences of view based on lack of understanding or prejudice about diversity, equality and inclusion are evident. It should be instrumental in the organisation, and implemented alongside the Equal Opportunities Policy.

Aims

- To ensure that no person applying for a role, or accessing a service will be refused on discriminatory grounds, e.g. their ethnicity, sexual orientation, disability etc. when they meet all other criteria.
- To ensure that inferior or substandard services are not provided because of a person's ethnicity, sexual orientation, disability or any grounds on which discrimination can occur.
- To encourage recipients and staff to relate to one another on the basis of equality and respect for individual differences.
- To develop an attitude of self-awareness among the staff, volunteers & service users to ensure any form of discriminatory behaviour, such as offensive or abusive language, does not occur and to communicate that it is unacceptable in whatever form it might take and from whichever person.
- To ensure that recipients and staff are continuously aware of the procedures for dealing with complaints and allegations of discriminatory or oppressive language or behaviour.
- To ensure that all complaints and allegations are addressed properly and in non-discriminatory ways, and in line with the current grievance procedure.
- To ensure that all staff and volunteers understand that they as well as the organisation can be held liable for acts of bullying, harassment, victimisation, and unlawful discrimination, against any person.

The organisation understands that providers must fully comply with the requirements of the Equality Act 2010. (See Code of Conduct and Equal Opportunities)

This policy applies to anyone wishing to work with, or receive services from the organisation, including recipients who are children and their families. Equality, diversity and inclusion means that every project user, adult or child, will be treated equally and without discrimination. This is regardless of the individual's ethnic background, language, culture, faith, gender, age, sexual orientation or any other aspect that could result in their being discriminated against purely because they have such characteristics.

The organisation aims to celebrate differences between individuals. It avoids treating people unequally. It recognises that treating people unequally can result in them losing their dignity, respect, self-esteem and self-worth and ability to make choices, as well as being unlawful.

The organisation does not assume that equality, diversity and inclusion principles and policies apply only to the project's staff. Recipients must also respect the ethnicity, culture, religion, gender and any disabilities of staff, volunteers or other recipients and not discriminate against them on any of these grounds when expressing their views and preferences.

The organisation makes clear that it finds unacceptable any form of racist and similar discriminatory behaviour from any source.

The organisation also builds these policies into its external contractual relationships.