

Equality and Diversity Policy

Policy

The Equality Network is committed to promoting equality and diversity, providing an inclusive and supportive environment for all. In the implementation of this policy the Equality Network will:

- ensure that people are treated solely on the basis of their abilities and potential, regardless of race, colour, nationality, ethnic origin, religious or political belief or affiliation, trade union membership, age, gender, gender identity, sex characteristics, marital or civil partnership status, sexual orientation, disability, socio-economic background, intersectional identity, or any other inappropriate distinction
- promote diversity and equality for staff and volunteers and value the contributions made by individuals and groups of people from diverse race, cultural, ethnic, socio-economic and distinctive backgrounds
- promote and sustain an inclusive and supportive work environment which affirms the equal and fair treatment of individuals in fulfilling their potential and does not afford unfair privilege to any individual or group
- wherever reasonable and practicable, promote flexible working hours and home working opportunities
- wherever reasonable and practicable, make reasonable adjustments to working conditions, so that employment is accessible to disabled people, people with

responsibilities for dependents, or so that work is compatible with the observance of religious or cultural practices

- treat all categories of staff, whether full, part time, sessional and short-term, fairly and equally
- challenge inequality and less favourable treatment wherever practicable
- promote greater participation of under-represented groups by encouraging positive action to address inequality
- promote an environment free of harassment and bullying on any grounds in relation to all staff, volunteers, visitors and stakeholders.

Responsibility for Implementation

The Board has ultimate responsibility for the effective implementation of this policy. The policy will be reviewed frequently, to ensure it remains commensurate with the law and best practice. The Director will oversee the implementation of this policy.

It is however, the responsibility of all staff members and volunteers to ensure that they work in way that is consistent with this policy.

All members of staff remain personally responsible for ensuring that they act within the spirit of this policy. The Board and Director will ensure that staff receive training, support and induction around this policy. Any member of staff who acts in a

discriminatory way against other staff, volunteers, users or stakeholders, may face disciplinary proceedings.

Action

All Equality Network policies and procedures will be reviewed regularly to ensure that they comply with this Equality and Diversity policy.

In our work we will seek to reflect the diversity of LGBTI communities and contribute to the broader equality agenda. Action plans will be developed, targets identified and appropriate monitoring will be put in place. Equality and diversity awareness will be built into all Equality Network planning and review processes.

Recruitment and selection procedures will reflect our commitment to equality and diversity. Job descriptions and person specifications will be based upon the actual requirements of the post, and be reviewed to ensure they do not contain criteria which are discriminatory.

Annual data monitoring will be undertaken in relation to recruitment, selection, appraisal, pay, grading, disciplinary cases, grievances and harassment, and service use in respect of protected characteristics. Areas of identified inequality will be addressed, including the use of positive action measures to support under-represented groups in specific areas.

Training

All Equality Network employees and Trustees undertaking recruitment and selection will be trained in equality issues.

Equality and diversity training will be included in induction sessions and induction packs for all newly appointed staff. The Director will receive training in equality and diversity matters, including the relevant law and duties. The Director will ensure that staff attend equality and diversity training.

Complaints

Any member of staff may pursue any grievance relating to their employment via the procedure outlined in the Grievance Policy. Staff and volunteers who experience bullying or harassment should follow the procedure outlined in the Harassment Policy.

Service users and stakeholders may pursue any complaint via the procedure outlined in the Complaints Policy.