

Thriveology Wellness CIC

Equality, Inclusion and Diversity Policy.

February 2025



EQUALITY, INCLUSION AND DIVERSITY POLICY

FEBRUARY 2025

INTRODUCTION

Thriveology Wellness CIC recognises that everyone has an equal right of access to its goods and services. The organisation will adhere to the legislative framework complying with the Equality Act 2010, the Human Rights Act 1998 and Equality and Human Rights Commission Codes of Practice; we will ensure our practices adhere to the principles of all relevant equality legislation and pay due regard to the Public Sector Equality Duty actively working to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations between different groups of people and the communities we work with

The way we work is not only governed by the legislation that outlaws discrimination and promotes equality, but also wholly encompasses the core values of the organisation. The organisation delivers services in a way that recognises the importance of inclusion, bringing opportunities and access for all individuals.

We are committed to promoting equality, valuing diversity, ensuring accessibility and respecting human rights. Our mission is: to influence social change to create a fairer and safer society.

The organisation will:



1. Take pro-active steps to address discrimination, harassment, bullying and victimisation in all of its forms in employment practices and service delivery.
2. Ensure that everyone directly associated with our organisation – staff, service users, clients, associates, contractors and visitors are aware of our commitment in these areas and how this policy affects them.
3. Identify and take positive and practical steps, to remove any barriers to the participation of people who are currently under-represented as staff, service users or associates.
4. Seek to develop and maintain a workforce that reflects the community within which we serve.
5. Ensure that there are clear procedures to ensure compliance with relevant legal requirements (e.g. recruitment) and that staff, volunteers and associates are offered training to put these procedures into practice.
6. Ensure that the accessibility of our buildings, services and information is routinely reviewed and improved, where possible.
7. Ensure that staff receive appropriate support, training and advice to assist them to deal sensitively with challenging equalities issues.
8. Develop internal working arrangements and structures that will assist in the promotion of anti-discriminatory practices, and the sharing of effective practice to this end.
9. Enable staff, associates and contractors to have equal access to relevant training and opportunities for development and ensure that terms, conditions and employment practices do not discriminate against any group.
10. Ensure that directors establish and maintain suitable systems to ensure that we can effectively monitor and evaluate compliance and progress in relation to promoting equality of opportunity.

Thriveology Wellness CIC is committed to equal opportunities. We recognise and embrace our responsibility to promote equality of opportunity for staff, service users and others associated with the organisation. This means that we, our associates and our services, will ensure that none of our paid employees, volunteers, service users or organisations to whom we provide services is unfairly discriminated against on the grounds of their 'protected characteristic' including: age, disability (including: mental health and those with hidden



disabilities), gender reassignment, marriage or civil partnership, pregnancy or maternity, race (including: colour, nationality, ethnic or national origin), religion or belief (including: political belief and those with no religion or belief), sex and sexual orientation. In addition, we will not discriminate on the grounds of: social standing, status, responsibility for dependents, social class, employment status or unrelated criminal convictions.

Thriveology Wellness CIC is an anti-discriminatory organisation committed to influencing social change, the promotion of equal opportunity and the elimination all forms of discrimination and harassment covered by the Equality Act 2010 including:

- Direct Discrimination
- In-Direct Discrimination
- Discrimination by Perception
- Discrimination by Association
- Victimisation
- Harassment

We recognise the various types of discrimination related to protected characteristics and what prevents individuals and groups gaining equal access to societies resources and services. We are committed to taking practical steps to address inequality and discrimination by complying with relevant legislation and developing best practice.

It is our policy to redress the balance, as far as is lawful, in favour of all under-represented and disadvantaged groups, including age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex and sexual orientation. We recognise that “positive action”, to meet the needs of specific groups facing discrimination, can make a practical contribution to addressing discrimination and inequalities.

We define “positive action” within the context of the Equality Act 2010: Positive action enables an employer, or an organisation, to increase participation from a wider section of



society through opportunities such as training and mentoring schemes. Examples of positive action could include training and mentoring schemes for under-represented groups.

Thriveology Wellness CIC commits itself to taking positive action to ensure that its activities and provision of services, its recruitment procedures for staff and volunteers and its recruitment of Board members are within the spirit and letter of current legislation and our Equalities Policy.

ACCESS TO AND PARTICIPATION IN SERVICES

Thriveology Wellness CIC recognises the need to ensure that all individuals can gain access to its services and contribute to their development. The organisation primarily aims to increase its service users and extend its services amongst under-represented and disadvantaged groups who face discrimination and inequalities.

In order to achieve this:

- Thriveology Wellness CIC will seek to develop and implement anti-discriminatory strategies and positive action programmes as part of its work and promote these throughout all the spheres of influence available.
- Thriveology Wellness CIC will take appropriate steps to ensure it provides a broad and balanced range of services which take into account the varying needs of different individuals and groups. We will also take action to identify the needs of people who are underrepresented in our work and will strive to plan services to meet those needs.
- All staff, associates, volunteers and Directors must be aware of our commitment to equal opportunities and should be familiar with the contents of this policy document.
- Particular support will be provided for disabled groups and individuals through the provision of 'reasonable adjustments'.

We aim to ensure that our services are accessible to people with disabilities by taking services outside the building to appropriate venues.



WORKING ENVIRONMENT

Thriveology Wellness CIC aims to ensure that all people will receive a positive welcome from their first point of contact with the organisation.

We aim to create and sustain a working environment free from oppressive attitudes and surroundings in which people using our services, staff, associates and volunteers, feel comfortable and are not exposed to any form of harassment (including racial or sexual harassment) or to stereotyped attitudes and beliefs.

BREACHES OF POLICY

All staff, service users and volunteers have a right to make a complaint if they consider this policy has been breached. Complaints should be made under the procedures set out in the Grievance and Complaints Policy and Harassment and Bullying Policy. Any breach of this policy will be taken seriously, investigated and addressed through the established disciplinary and grievance, and complaints policies and procedures.

Staff, volunteers, associates, contractors, clients, customers and service users have the right to make a complaint if they consider that this policy has been breached.

Disciplinary action will be taken, as appropriate, where allegations of discrimination, harassment, bullying or victimisation are founded.

PUBLICITY AND PUBLIC LIAISON

Thriveology Wellness CIC will provide information and resource materials which are free from images, language or attitudes which are: ageist, disablist, heterosexist, racist, sexist or transphobic.



All external communications, including publicity materials, press releases and advertisements will reflect a commitment to equal opportunities and will promote equality of access to the organisations' services.

MANAGEMENT OF THE ORGANISATION

The composition of the Board of Directors should reflect the diversity and needs of the people who use the services of the organisation and who experience discrimination and inequalities.

In order to achieve this:

- Thriveology Wellness CIC will carry out a regular analysis of the composition of the Board of Directors to identify which communities are under-represented.
- The Directors will endeavor to take appropriate action to recruit new members to ensure equal representation in the group's decision-making processes.

RECRUITMENT, EMPLOYMENT, PROMOTION AND DEVELOPMENT

Thriveology Wellness CIC will ensure all of its recruitment and selection practices are in accordance with principles of fairness and equality of opportunity and fully in compliance with all relevant legislation.

We aim to recruit staff and volunteers via a process consistent with our Equalities Policy. By setting targets and monitoring of the recruitment process and the workforce, we will seek to remedy any significant under-representation and to eliminate direct and indirect discrimination.

Decisions taken throughout the recruitment process will be recorded in a standard format and this information will be used to evaluate the effectiveness of the process in ensuring equality of opportunity. Where appropriate, we will also utilise positive action to encourage diversity and to seek to address any significant under-representation.



We will ensure that training, promotion and development opportunities are offered on a basis that can be shown to be non-discriminatory.

We appreciate the skills and value that staff and volunteers with caring responsibilities and dependents bring to the organisation, and we are committed to enabling those staff to work within the organisation. Where this is possible, and consistent with the provision of a high-quality service, we will take a flexible and sympathetic approach to the issues faced by these staff. We have policies on maternity, paternity, adoption, parental and compassionate leave.

Serious consideration will be given to staff who wish to take Annual Leave on specific days for religious or cultural reasons or who need to make adjustments to their working week for similar reasons. Reasonable adjustment or leave will not be unreasonably refused.

Thriveology Wellness CIC may choose to make a special effort to encourage workers from under-represented groups to take up posts or at certain levels within the organisation. This may include offering customised training and select development opportunities to staff from these groups.

We will collate and monitor statistical information about our workforce to allow consideration of the profile of the workforce in terms of protected characteristics with the purposes of ensuring that marginalised groups are represented and the workforce properly reflects the makeup of the wider community within which we operate. This information will be reported regularly to the Board of Directors.

MONITORING AND EVALUATION

The Board of Directors will have responsibility for the implementation and monitoring of this policy and for the development of any further equal opportunities initiatives.

This will involve the collection and analysis of statistical information concerning job applicants, Director composition and service users, in order to inform future service planning.



We will seek to obtain equality and diversity information from staff and candidates for the purpose of monitoring and reporting purposes. This will be requested on a voluntary basis, via an employment data monitoring form and will be used to assess how diverse the organisation is. This will also ensure we are meeting our equality and diversity responsibilities as set out in this policy and in our constitutional objectives.

We will take corrective action where any issues are identified. Equality and diversity information gathered may also be used to support the process of tendering for new business.

Progress against the priorities detailed in the Equality Development Plan will also be used as a measure of how well this policy is being delivered.

Thriveology Wellness CIC will ensure that its Directors, paid staff, associates and volunteers are committed to ensuring that the Equalities Policy is implemented.

Review Date: MARCH 2026