



## Equality and Diversity Policy

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Owner	Turn2 Mentoring
Gate Keeper	Business Development Manager

### **INTRODUCTION**

Turn2 Mentoring is wholeheartedly committed to the principle of equality, diversity and inclusion, both in its capacity as an employer and as a provider of services to others.

### **EQUALITY AND DIVERSITY**

Equality and diversity is at the core of our organisational aims. Turn2 Mentoring is committed to developing an organisation that reflects the diversity, cultural beliefs and values of the communities it serves. We believe that excellence will be achieved through recognising the value of every individual. We aim to create an environment that respects diversity and enables everyone to achieve their full potential, to contribute fully and to share their individuality. Turn2 Mentoring encourages the following basic expectations for all its staff and students:

- To be respected for who they are, not just what they do.
- To be heard and to be able to use their voice equally.
- To be treated fairly with regard to all procedures and choices.
- To avoid shaming or blaming actions, responses or reactions.
- To provide for students according to their needs, irrespective of sex, race, disability, religion or belief or sexual orientation.
- Equality of opportunity permeates all that we do and is reflected in the whole organisation, all training, and activities. Turn2 Mentoring will comply with all relevant legislation and good practice guidance. No individual will be discriminated against on the grounds of, but not exclusively:
  - Race
  - Colour
  - Ethnic or national origin
  - Nationality
  - Citizenship
  - Sex

- Sexual orientation
- Gender reassignment
- Marital or civil partnership status
- Disability
- Age
- Religion or belief
- Political persuasion
- Pregnancy and maternity
- Social background
- Spent criminal convictions (subject to DBS)

### **RESPONSIBILITY**

- The Board of Directors has overall responsibility for ensuring that Turn2 Mentoring operates within a framework of opportunities and will take responsibility for duties relating to equality and diversity. We will commit to the development of a staff team that reflects the diversity of society. The board also has responsibility to ensure that Turn2 Mentoring complies with the requirement of the Equality act 2010. Including general duties with regard to:
- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share protected characteristics and those we do not.

Under the Equality Act (2010) all services are responsible for eliminating any form of discrimination, for promoting good relations between children, staff and parents and for ensuring that all clients regardless of sex, race, disability, religion or belief or sexual orientation, gender reassignment, pregnancy or maternity should have equal access to all aspects of the service, reflected in the service environment and its curriculum.

All forms of discrimination, including bullying and harassment, by any person will be treated seriously and breaking the conditions of the equal opportunities policy will be deemed as misconduct and could lead to disciplinary action.

### **OVERALL GUIDELINES**

Turn2 Mentoring will ensure that all relevant legislation is followed within all areas of its work in particular the Equality Act 2010.



Turn2 Mentoring will strive to provide training on equal opportunities and diversity for staff, as necessary.

Turn2 Mentoring will strive to ensure that no job applicant, employee, volunteer and client of Impact Mentoring receives less favourable treatment on the grounds of any protected characteristics, or disadvantages by conditions or requirements that cannot be shown to be justifiable. The organisation is committed not only to its legal obligations but also to the positive promotion of equality of opportunities in all aspects.

All our students have a right not to experience behaviour that offends anyone on the grounds of race, gender, nationality, sexual preference, ability etc.

Turn2 Mentoring shall foster a positive atmosphere of mutual respect and trust among clients and members.

Turn2 Mentoring recognises the great benefits in having a workforce with different backgrounds, solely employed on ability.

Turn2 Mentoring aims to ensure that high quality, accessible services and support is available to all groups and individuals. Services offered by Turn2 Mentoring will be available to all. They will be widely advertised and will be free from unfair discrimination. We will strive to identify and remove all barriers to participating in any of our activities.

Turn2 Mentoring aims to create an environment in which all clients, children and their families and members feel safe and unthreatened.

Adults should take every opportunity to encourage children to behave appropriately and to deal with incidents positively.

Turn 2 Mentoring will be sensitive to and provide for cultural and religious requirements, such as events.

Turn2 Mentoring encourages children to develop self-esteem, confidence and motivation in all areas of their lives. Including their learning, development and progress.

### **PROTECTED CHARACTERISTICS**

The headings of age, disability (which includes mental health and people diagnosed as clinically obese), race, religion or belief, sex, sexual orientation, gender reassignment (people who are having or who have had a sex change, transvestites and transgender people), marriage and civil partnership, and pregnancy and maternity are known as 'protected characteristics'.

### **THE ROLE OF MENTORS IN PROMOTING EQUALITIES**

Mentoring enables adults working for Turn2 Mentoring to monitor and address a range of misconceptions around prejudice and discrimination.

Where these issues are noted by providers, specific action planning can be done to work on British Values such as tolerance, equality of opportunity and the rule of law.



In general mentoring work any views which do not promote equality of opportunity can be discussed effectively and openly.

## **DISCRIMINATION**

- Direct discrimination: discrimination because of a protected characteristic.
- Associative discrimination: direct discrimination against someone because they are associated with another person with a protected characteristic. (This includes carers of disabled people and elderly relatives, who can claim they were treated unfairly because of duties that had to carry out at home relating to their care)
- Indirect discrimination: when you have a rule or policy that applies to everyone but disadvantages a person with a protected characteristic.
- Harassment: behaviour deemed offensive by the recipient. Employees can claim they find something offensive even when it's not directed at them. (see anti-harassment policy)
- Harassment by a third party: employers are potentially liable for the harassment of staff or customers by people they don't directly employ, such as a contractor.
- Victimisation: discrimination against someone because they made or supported a complaint under Equality Act legislation.
- Discrimination by perception: direct discrimination against someone because others think they have a protected characteristic (even if they don't).

## **COMMUNICATION**

All members will have the policy explained to them on joining the organisation through induction and ongoing practice.

## **COMPLAINTS**

Complaints will be taken seriously and dealt with in a timely and sensitive manner, in accordance with the appropriate grievance and disciplinary procedures.

Any and all complaints will be recorded with the following details included:

- Details of the incident
- Time and location of the incident
- The name of any individuals involved
- The name of any witnesses involved

- Action taken
- Review date

### **REHABILITATION OF OFFENDERS**

We will not discriminate against anyone who has a spent conviction under the Rehabilitation of Offenders Act 1974. We will be guided in our decision making by the Disclosure and Barring Service.

### **EQUAL PAY**

Men and women are entitled to be paid equally, without any bias on the grounds of sex, and that this right is set out in the Treaty of Rome and is enforceable under UK Law.  
All reasonable steps will be taken to ensure that male and female staff receives equal pay for the same work and for work rated as equivalent and for work of equal value.

### **Policy read and agreed to:**

<b><u>Name</u></b>	<b><u>Date</u></b>	<b><u>Signed</u></b>