

Strengthening Personalities, Strengthening Cultures, Strengthening Communities

Community PRAXIS, Equal Opportunities and Diversity Policy

This policy outlines Community PRAXIS's commitment to promoting equality of opportunity and eliminating discrimination in accordance with the **Equality Act 2010**, (amended in **2023**). Community PRAXIS is committed to fostering an inclusive workplace where everyone is treated fairly, with dignity and respect.

Community PRAXIS will incorporate cultural pedagogy demonstrating inter-cultural learning and competence, multi-faith teaching and critical thinking skills. We are committed to:

- Working towards a world free of discrimination
- Redressing inequality and promoting equality of opportunity
- Promoting good relations between members of different racial, cultural and religious groups and communities

Policy Statement

Community PRAXIS is committed to eliminate discrimination and encourage diversity amongst our workforce and all recipients of our services. We will work to foster mutual tolerance between everyone who works for our company or who has dealings with us, so they feel valued.

We aim to develop a workforce that is truly representative of all sections of society and for everyone who works alongside us whether full time, part-time or on a session basis, to feel respected and able to give their best. To comply with the Equality Act 2010 (amended 2023) and all other relevant Acts concerning equality and diversity, the purpose of this policy is to provide equality and fairness to all in our employment and whom we work with, and not to discriminate on the grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age.

We oppose all forms of unlawful and unfair discrimination and staff, subcontractors, learners and volunteers will be helped and encouraged to develop to their full potential. The talents and resources of our workforce will be utilised to maximise a truly inclusive environment wherever we work. To this end, selection for employment, promotion, training or any other benefit will be based on aptitude and ability.

Our Commitment - We will ensure that:

- Community PRAXIS will make reasonable adjustments for individuals with disabilities to ensure they are not placed at a disadvantage in the workplace or when accessing services.
- We make reasonable adjustment to maintain the services of an employee who are disabled, for example, training, and provision of special equipment, reduced working hours. (NB: managers/directors are expected to seek advice from external agencies to maintain disabled people in employment)
- We include disabled people who want to take part, in the training/development programmes we deliver, making appropriate adjustments for their participation if required.
- We give full and proper consideration to disabled people who apply for jobs, having regard to making reasonable adjustments for their aptitudes and abilities to allow them to be able to do the job
- Everyone whom we work with or who is in receipt of our services will be entitled to an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- All participants will be encouraged to celebrate and affirm their cultural background.
- An environment is created in which individual/collective differences and their contributions are embraced and valued
- Both Community PRAXIS Directors support this policy.

- Community PRAXIS will support staff by offering Equality Act, Diversity and Inclusion training to raise staff and volunteers' awareness and reinforce Community PRAXIS's inclusive policy and ethos.

Expectations of Directors and people associated with Community PRAXIS are that:

- All delivery methods will reflect the community/group it serves and respond to their needs.
- They will be prepared for life in a diverse and multi-ethnic society.
- They understand the meaning of prejudice and recognise race as a political and social construct.
- They deal with racist and discriminatory incidents effectively and report these to the relevant director as soon as possible
- They will take inclusion issues seriously and be considered in all aspects of their work.
- They will report any incidence of harassment whether direct or third party (such as a service user) to the directors soon after it has occurred. Community PRAXIS will not tolerate such behaviour and will fully investigate such incidences and take appropriate action to ensure it does not happen again.
- They encourage participants within Community PRAXIS activities to challenge any inappropriate behaviour or comments. In the case of comments/incidents witnessed by others, silence and non-intervention will be viewed as agreement / complicit.

Monitoring and Evaluation

This policy will be reviewed and monitored annually or in response to legislative changes/updates by the Community PRAXIS's Director, Mark C. Straw and when necessary to ensure it is a true reflection of our business model and is fit for purpose.

We aim to ensure it is a live document informing our practice and evidencing our commitment in equipping the local communities to foster equitable partnerships in education, business and the wider communities.

- This system will involve the routine collection and analysis of information from associates / employees and recipients of the services provided
- Where appropriate Equality Impact Assessments will be carried out on the results of monitoring, to ascertain the effects Community PRAXIS policies and practice may have on workers and participants
- The information collected for monitoring purposes will be treated as confidential and it will not be used for any other purposes.

Responsibilities

Community PRAXIS's Directors are responsible to ensure that Community PRAXIS complies with the legislation and that this policy, and its related procedures and strategies are implemented, and all staff, subcontractors, learners, parents/carers, volunteers and all stakeholders are made aware of it.

- **All Staff and Volunteers:** Responsible for promoting equality and avoiding discriminatory behaviour.
- **Managers:** Must implement this policy fairly and consistently and address any breaches promptly.
- **Community PRAXIS, Director/Diversity Lead** will be responsible for monitoring compliance, handling grievances, and providing training.

Availability of this Policy

This policy will be available to stakeholders and will be published on the website. It will be available to staff through the Recruitment process and copies will be kept in the main office.

This policy prohibits the following forms of discrimination:

- **Direct discrimination:** Treating someone less favourably because of a protected characteristic.

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- **Indirect discrimination:** Applying a provision or criterion that disadvantages people with a protected characteristic without justification.
 - **Harassment:** Unwanted conduct related to a protected characteristic that violates dignity or creates a hostile environment.
 - **Victimisation:** Treating someone unfairly because they made or supported a complaint under the Act.

Complaint and Grievances

Any employee, learner or service user who believes they have been treated unfairly under this policy may raise a complaint or grievance through the appropriate procedures. All complaints will be treated seriously and investigated confidentially. Equal Opportunities and Diversity Officer: Community PRAXIS Director, Mark C. Straw.

Acknowledgement

I acknowledge that I have read and understood the Equal Opportunities and Diversity Policy and agree to abide by its principles.

Name: _____

Signature: _____

Date: _____