The HOLT Isle of Wight Equality and Diversity Policy

Aims

The HOLT aims to meet it’s obligations under the public sector equality duty by having due regard to:

Eliminate discrimination and other conduct prohibited by the Equality Act 2010

Advance equality of opportunity between people who share a protected characteristic and people who do not share it

Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

Legislation and Guidance

This document meets the requirements under the following legislation

The Equality Act 2010, which introduced the public sector duty and protects people from discrimination

The Equality Act 2010 (specific duties) regulations 2011 which requires colleges to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

Roles and Responsibilities

The Trustees will:

Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, clients and parents/carers, and that they are reviewed and updated at least once every four years.

Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Director.

The Equality link Trustee is Keri Peckham. They will:

Meet with the Director every term to discuss any issues and how these are being addressed.

Ensure they’re familiar with all relevant legislation and the contents of this document

Attend appropriate equality and diversity training

Report back to the full Trustee committee regarding any issues

The Director, Juliet Bell, is the designated member of staff for equality and will:

Promote knowledge and understanding of the equality objectives amongst staff and clients

Monitor success in achieving the objectives and report back to Trustees

Meet with the equality link Trustee every term to raise and discuss any issues

Identify any staff training needs and organise training as necessary

All centre staff are expected to have regard to this document and to work to achieve the objectives as set out.

Eliminating Discrimination

The HOLT is aware of its obligations under the Equality Act 2010, and complies with non-discrimination provisions.

Where relevant, our policies include references to the importance of avoiding discrimination and other prohibited conduct.

Staff and Trustees are regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting it is recorded in the minutes.

New employees receive training on the Equality Act as part of their induction, and all staff receive in house refresher training every year.

The centre has a designated member of staff for monitoring equality issues, and equality link Trustee. They regularly liaise regarding any issues and make employees aware of these as appropriate.

Advancing equality of opportunity

The Centre aims to advance equality by:

Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (eg poverty, disabilities, or LGBTQ clients who are being subjected to homophobic bullying.

Taking steps to meet the particular needs of people who have a particular characteristic, (eg enabling Muslim clients to observe fasting times)

Encouraging people who have a particular characteristic to participate fully in any activities, (eg encouraging all clients to be involved in the full range of activities on offer), and remove barriers to enable participation.

Fostering good relations

The centre aims to foster good relations between those who share a protected characteristic, and those who do not share it by:

Promoting tolerance, friendship, and understanding of a range of cultures and religions by embedding a culture of acceptance and friendship throughout the Centre

Working with the local community.

Developing links with people and groups who have specialist knowledge about particular characteristics which inform and develop Clients understanding.

Equality considerations in decision-making

The HOLT ensures it has due regard to equality considerations whenever significant decisions are made.