

LIVE WELL IN BRAUNTON

EQUALITY AND DIVERSITY POLICY

We are committed to the encouragement of a supportive and inclusive culture. Every person should be treated with dignity and respect and discrimination has no place within our organisation. Moreover we should always be mindful of our need to promote diversity. Examples may be found in the perception of and our reaction to age, disability, race, ethnic origin, nationality, religion or belief, gender, sexual orientation or diagnosis.

All persons involved in our organisation are to be given equal opportunities, assistance and encouragement to develop their full potential and so enhance the skills and resources of our organisation

Discrimination will not be tolerated. Discrimination can take various forms:

- It can be direct where a person is treated less favourably than another because of a protected characteristic
- It can be indirect when a way of doing things is put in place that has a worse impact on someone with a protected characteristic than someone without one that cannot be objectively justified
- Harassment - unwanted behaviour which, regardless of intent, has the effect of violating a person's dignity or creates an environment for that person which can be hostile, degrading, humiliating or offensive
- Associative - in circumstances where a person treated less favourably does not themselves have a protected characteristic but is discriminated against because of their association with someone who does
- Victimisation is treating someone unfavourably because they have taken some form of action relating to the Equality Act 2010, whistle-blowing, or because they are suspected of having done so
- Failure to make reasonable adjustments is where a way of doing things has a worse effect on someone with a protected characteristic compared with someone who does not.

As an employer we will avoid unlawful discrimination in all aspects of employment. We will base decisions on objective criteria and seek to make reasonable adjustments where appropriate in connection with a protected characteristic.

In the performance of our roles in the organisation both with service users and others we will not discriminate unlawfully.

Over and above the requirement not to discriminate we will seek to uphold the principles of equality and diversity as set out in this policy in the following ways:

- the engendering of an environment in which difference and individual contribution is lauded and in which dignity and respect for all is fully embedded
- any discrimination is called out and any person so doing is encouraged to do so
- the regular review of our practices to ensure that they promote both equality and diversity

Associated policies that we have in place are: anti- harassment and bullying, whistleblowing, and complaints.