



For better
mental health

Tameside Oldham and Glossop Mind

Title: **Equality and Diversity Policy**
File Section: **Human Resources**
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Version Number: **3**
Date submitted to Committee: **March 2016**
Date ratified: **xxxxx**
Date for review: **July 2015**
Staff member(s) responsible for review: **Bari Pollard**
Last minor amendment made: **March 2016**

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Aims and Objectives

Tameside Oldham and Glossop Mind is firmly committed to equality and diversity in all areas of work. We believe that we have much to learn and gain from diverse cultures, experiences and perspectives, and that diversity will ensure our organisation is more effective in meeting the needs of the general public.

The overall aim of this policy is to:

- Eliminate unlawful discrimination
- Ensure that we treat all individuals fairly, with dignity and respect, regardless of their age, gender, religion, belief, cultural or ethnic origin, race, nationality, disability, sexuality, marital status or any combination of these
- Promote equality of opportunity whilst respecting people's differences
- Promote equality of access
- Provide a safe, supportive and welcoming environment – for the public, staff, contractors, volunteers and visitors
- Integrate our values in every aspect of our work

Scope

This policy is aimed at all paid workers and volunteers, with a view to utilising it as and when dealing with the public and during recruitment processes.

Legal Context

Legislation relating to equality and diversity is extensive. Of particular importance however is the Equality Act 2010. The new equality duty will require, in the exercise of their functions, to have 'due regard' to the need to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited;
- ensure equality opportunities between persons who share a relevant 'protected characteristic' and persons who do not share it; and
- foster good relations between everyone.

The equality duty applies to the protected characteristics of age, disability, gender identity, pregnancy and maternity, race, religion or belief, sex, sexual orientation or any combination or these.

What is unlawful discrimination?

Direct discrimination – when someone is treated less favourably than another person because of a Protected Characteristic.

Associative discrimination or discrimination by association – direct discrimination against someone because they associate with another person who possesses a Protected Characteristic.

Discrimination by perception – direct discrimination against someone because it is thought that they possess a particular Protected Characteristic even if they do not actually possess it.

Indirect discrimination - occurs where an individual's employment is subject to an unjustified provision criterion or practice which e.g. one sex or race or nationality or age group finds more difficult to meet, although on the face of it the provision, criterion or practice is 'neutral'.

Harassment – unwanted conduct related to a relevant Protected Characteristic which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual. You may complain of such offensive behaviour even if it is not directed towards you personally.

Victimisation – when an employee is treated less favourably because they have made or supported a complaint or raised a grievance about unlawful discrimination or are suspected of doing so.

Commitment

We are committed to ensuring that all of our employees and applicants for employment are protected from unlawful discrimination in employment.

Recruitment and employment decisions will be made on the basis of fair and objective criteria.

Person and job specifications will be limited to those requirements which are necessary for the effective performance of the job.

Interviews will be conducted on an objective basis and personal or home commitments will not form the basis of employment decisions except where necessary and relevant.

All employees have a right to equality of opportunity and a duty to implement this policy. Discrimination is a serious disciplinary matter which will normally be treated as gross misconduct.

Anyone who believes that he or she may have been disadvantaged on discriminatory grounds should raise the matter through our grievance procedure.

Related Policy and Procedure

Code of Conduct, Disclosure and Barring, Recruitment, Grievances

The Policy

Public

The organisation believes that diversity is a means to achieve our ambitions. Diversity is about engagement, outreach, inclusion and service delivery as well as the people we employ and involve in our work. The organisation aims to create a generic mental health and wellbeing service which everybody can trust and value.

The broad outcomes we will aim to achieve include:

- Increased levels of public confidence across all communities including improvement among marginalised communities
- Increased levels of satisfaction with our services
- Access to services is free from discrimination
- The right to refusal/withdrawal of services is based on a fair and transparent judgement
- Satisfaction from employees
- Build a workforce which represents communities in the local areas
- Create and sustain services that encourage joint partnership between our organisation and the public, with an aim to improving how we work.

The organisation acknowledges that our services may not always be able to meet the needs of everyone, especially in the format we are funded and the types of services that we are asked to deliver by our local services.

Workforce The organisation aims to ensure that its workers are part of an organisation that is fair in equality and diverse in its approach. For that reason, this policy will also facilitate to ensure that:

- Recruitment is fair and transparent and based solely on the person's ability to meet the person specification for the post.
- It improves staff morale, satisfaction and productivity
- We have a workforce that represents the communities we serve at all levels
- Helps to reduce complaints of discrimination.