

EQUALITY AND DIVERSITY POLICY STATEMENT

Introduction

The responsibility for ensuring equality and diversity among potential and actual service users and staff of Inclusion Hampshire rests ultimately with the Inclusion Hampshire Trustee Board. Staff shall be responsible for the implementation of the policy, its observance, monitoring it on a day-to-day basis. The reporting on its operation to the Trustee Board shall lie with the Chief Executive

This Statement should be read in conjunction with the Inclusion Hampshire Policy and Procedures for Dignity and Fairness at Work.

Statement of Beliefs

Inclusion Hampshire is committed to equality of opportunity. It recognises that the Race Relations Act 1976, the Sex Discrimination Act 1975, the Disability Discrimination Act 1995, the Employment Rights Act 1996, and the Equality Act 2010, which all affect equal opportunities in employment, provide the right to individuals to have a workplace free from discrimination, harassment, victimisation and bullying. Inclusion Hampshire accepts that discrimination, harassment, victimisation and bullying can exist and therefore is committed to working towards their elimination.

Inclusion Hampshire's aim is that its workforce will be truly representative of all sections of society and that each employee feels respected and able to give of their best. To that end the purpose of this policy is to provide equality and fairness for all in Inclusion Hampshire's employment and not to discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion, disability or age. Inclusion Hampshire opposes all forms of unlawful and unfair discrimination.

Inclusion Hampshire's Commitment

To create an environment in which individual differences and the contributions of potential and actual service users and staff are recognised and valued such that:

- a. They are all are entitled to a working environment that promotes dignity and respect to all, where no form of discrimination, harassment, victimisation or bullying is tolerated.
- b. Training, development and progression opportunities are available to all.
- c. Every reasonable adjustment to Inclusion Hampshire facilities and services is made to meet their needs including the disabled.
- d. There is equality in the workplace through good management practice.
- e. All Inclusion Hampshire's employment practices and procedures are regularly reviewed to ensure fairness.
- f. Breaches of Inclusion Hampshire's Equality and Diversity Policy will be regarded as misconduct and could lead to disciplinary proceedings.

Equal Opportunities in Employment

Recruitment and selection shall at all times be undertaken in such a variety to eliminate bias against an individual.

Equal Opportunities in Service Provision

In pursuance of this policy Inclusion Hampshire shall strive to:

- a. Provide services that are accessible and respond to all sections of the society.
- b. Provide clear information regarding service provision.
- c. Provide an atmosphere for use of positive images and language and avoid stereotyping.
- d. Publicise the service as widely as possible and use material that is jargon-free and clearly understood.
- e. Work with organisations, agencies and individuals to promote equality of opportunity
- f. Listen to and respond to views of groups when in consultation or in case of complaint.

Staff and Trustee Responsibility

It is the responsibility of every member of the organisation that the Equality and Diversity Policy is applied to all aspects of work and challenge any discriminatory practice or behaviour.

Monitoring and Evaluation

The purpose of monitoring and evaluation is to ensure that the policy is being effective in what it sets out to do. The overall responsibility for evaluating and monitoring of the policy lies with the Trustee Board. Day to day responsibility lies with Inclusion Hampshire's Chief Executive.

POLICY IMPLEMENTATION

The Chief Executive is responsible for ensuring the implementation of this policy and that regular reviews take place.

All staff and volunteers have a responsibility to adhere to this policy and will be made aware of this policy as part of their induction, supervision and training.

Failure to act in line with this policy will result in disciplinary action