

 <p data-bbox="480 188 722 367">Lake District Mobility</p>	<p data-bbox="930 232 1294 311">Equality and Diversity Policy</p>
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<p data-bbox="252 430 766 504">Date Board of Trustees approved the policy</p>	<p data-bbox="874 430 1023 461">09.01.2020</p>
<p data-bbox="252 508 424 539">Review date</p>	<p data-bbox="874 508 1050 539">January 2023</p>

EQUALITY ACT 2010

The Equality Act 2010, brought together and replaced all previous discrimination legislation. It provides that a person shall not be discriminated against, i.e. treated less favourably, on grounds of nine protected characteristics. These are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

STATEMENT OF PURPOSE ON EQUAL OPPORTUNITY & DIVERSITY

We aim to be a charity that values, recognises and responds to the diverse needs of our trustees, staff, volunteers and those we serve, in a fair, respectful, and proportionate manner.

Our approach to diversity and equality is to promote inclusiveness by recognising that anyone can make a positive difference in the achievement of charity's aims and in the wider society.

We adhere to the Equality Act 2010 and will not discriminate against any person or other organisation according to the 9 protected characteristics. The policy is linked to our constitution, vision, values and development plan.

INTRODUCTION

In this policy 'discrimination' means where a person is treated less favourably on grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

In this policy 'indirect discrimination' means the imposition of a requirement or condition which is applied or would be applied equally to persons not of the same age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation but -

- which is such that the proportion of persons of the same age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation who can comply with it is considerably smaller than the

proportion of persons not of that group who can comply with it.

- which cannot be shown to be justifiable irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation of the person to whom it is applied.
- which is to the detriment of the individual concerned because he / she cannot comply with it.

In this policy Lake District Mobility includes any employee or volunteer whether full-time or part-time or on temporary employment / placement with the charity, or anyone who acts on behalf of the charity such as a trustee.

STATEMENT OF GENERAL POLICY

All members of staff employed by Lake District Mobility and all applicants for employment will be given an equal opportunity irrespective of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation in all aspects of employment and training (eg in their access to posts and in the terms of benefits on which employment is normally available in Lake District Mobility).

Trustees, staff and volunteers shall be made aware of the provisions of this policy during induction, and a copy shall be available for their information.

POSSIBLE PRECONCEPTIONS

In the application of the equal opportunity policy it is essential that trustees, staff and volunteers guard against discrimination on the basis of possible assumptions that individuals, because of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation possess characteristics which would make them unsuitable for employment or to take part in the charity's activities.

Any restrictions which are applied by the board of trustees /management and which affect certain groups of staff and volunteers more than others, may effectively result in indirect discrimination, and should be reviewed to determine whether they are necessary rather than convenient, and removed if this is so.

RECRUITMENT AND PROMOTION

Applicants for posts and services shall be given as much clear and accurate information about posts and services through advertisements, job descriptions, leaflets and interviews in order to enable them to assess their own suitability for a post or service. Information about posts and services will be placed and displayed giving consideration to the above preconceptions.

Recruitment literature shall not imply that there is a preference for one group of applicants (eg use of photographs of only members of one gender), unless there is a genuine occupational qualification which limits a post eg a particular gender, in which case this must be clearly stated.

Advertisements and recruitment drives shall be aimed at as wide a group of suitably qualified and experienced people as possible. All applicants shall be informed that Lake District Mobility encourages equal opportunities and operates an equal opportunities policy. Such information may be conveyed on advertisements, job descriptions and / or application and sex, ethnic & disability forms (Appendix 1)

All personnel specifications for posts shall include only requirements that are necessary and justifiable for the effective performance of the job, as requirements that as convenient, rather than necessary, may be discriminatory.

All interviews shall be thorough, conducted on an objective basis and shall deal only with the applicant's suitability for the job and ability to fulfil the job requirements.

TRAINING

It is the policy of Lake District Mobility that appropriate training shall be provided to enable staff and volunteers to perform their tasks effectively.

Age limits for entry to training schemes should not be unnecessarily restrictive to exclude certain groups of staff and volunteers.

TERMS AND CONDITIONS OF SERVICE AND FACILITIES

Lake District Mobility will not discriminate on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation in the provision of general facilities and benefits for staff and volunteers.