



Equality and Diversity Policy

Statement of Intent

Quaggy Development Trust recognises that unfair discrimination manifests itself in our society and that people are denied equal access to employment, training, services, decision making processes and other opportunities that affect their lives. We are committed to equal opportunities and aim to be an environment where everyone:

- is respected and respects others
- takes part in the life of the Children's Centre/Nursery
- achieves to their potential
- develops skills essential to life
- exercises choice

We share the belief that no-one should receive less favourable treatment on the grounds of their protected characteristics. The Equality Act 2017 protects people with the following characteristics – sex (male/female), disability, sexual orientation, age, gender reassignment, race and ethnicity, ethnic and national origins, religion and belief, pregnancy and maternity, marriage and civil partnership.

The purpose of the policy is to ensure that unlawful discrimination either direct which includes discrimination by perception and discrimination by association or indirect and other undesirable behaviors including harassment do not occur.

In our settings, we recognise that it includes:

- Male, female transgender
- people from minority ethnic backgrounds, travelers, asylum seekers and refugees
- people of different religions and from different faith backgrounds
- people of all sexual orientations
- pupils who have English as an additional language (EAL)
- pupils with special educational needs
- looked after children
- other children, young carers, those children from families under stress and teenage mothers/parents

- any pupils and young people who are at risk of disaffection and exclusion

Quaggy Development Trust will not tolerate any discrimination against another person/s or group and will regard any discrimination of any type as a very serious matter and will implement consequences in accordance with the terms that have been stated within this policy. Quaggy Development Trust will fulfil all its legal responsibilities, oppose discrimination and will highlight inequality and promote good practice towards the final aim of increasing participation from all sections of the community.

Quaggy Development Trust specifically aims

(Staff, Volunteers and Organisational Members)

- To treat all staff and volunteers equally and ensure that no volunteer, staff or member experiences discrimination.
- To create an environment that supports its employees and volunteers to develop their potential
- To endeavour to promote a harmonious working environment
- To seek to increase the membership of the trust with traditional excluded groups or people.
- To seek to ensure that the management committee composition reflects the membership base and community that the Quaggy Development Trust operates within.
- To offer full support so that ones ability to do the job is not hindered

Service Provision and participants

- To respect an individuals uniqueness
- We aim to improve social inclusion
- To ensure that no member of the community is hindered from full participation in any service due to direct or indirect discrimination.

Education and Awareness

- To ensure that all staff and Trustees understand the various forms and effects of all discrimination.
- To raise awareness within the organisation and in the community of the forms of discrimination that socially excluded people face.

Each part of the organisation will have certain responsibilities to enable this policy to function correctly.

The Trustees will be required to:

- Set the standards to ensure that discrimination is dealt with and eradicated.
- Manage and monitor all employment, volunteering and service provision to ensure that there is no discrimination.
- Empower the manager(s) to implement this policy in the organisation.
- To take appropriate action to deal with breaches of this policy

The Employee, Volunteer and Member will be required:

- To respect and accept others regardless of their status
- To value work by all members of staff and volunteers
- To work towards a discrimination free working environment
- To not intimidate another person
- To not use derogatory language

Manager is required to

- Ensure that the policy is known by all staff and volunteers.
- Ensure all members of staff have access to this document.
- Ensure that all committee members have a copy.
- Ensure that all participants of the organisation should also have access to the policy
- Take action when there has been a breach of this policy.

The participants are required to:

- Value the contribution of each participant, staff and volunteer
- To positively contribute to the discrimination free environment during service provision.
- Not intimidate another person
- Not use derogatory language

Procedures for Implementation

The senior person with the responsibility for the effective implementation and monitoring of the policy is the Chief Executive. Positive action will be taken to address disadvantage, meet particular needs and/or increase participation in particular groups.

Staff/ Volunteer Recruitment

Quaggy Development Trust welcomes the statutory requirements and recommendations laid down in the Equality Act 2017

It is recognised that certain positions within the organisation may be required to be filled by a certain gender or ethnicity under a genuine occupational requirement under the terms of the Equality Act 2017

Quaggy Development Trust is constantly aiming towards more accessible premises for disabled people.

Provision of Services

Quaggy Development Trust is committed to using services designed to meet the needs of local people and in particular excluded groups. We aim to publicise services in a number of languages and use outlets and resources that reach disadvantaged groups. When resources are available, to use translation services, interpretation and specialised support to work with under-represented groups to access services. Training will be made available to all staff that manage a service.

Each service should ensure that Equal Opportunities implementation is part of the planning process every year.

Complaints or grievances

Any formal actions to investigate an employee's complaint taken within the scope of this procedure will count as grievances; grievance hearings and grievance decisions .Please refer to the Quaggy Development Trust Grievance Policy and Procedure.

All Quaggy Development Trust staff have an obligation to ensure the positive application of this policy in all aspects of their own work. Wilful breaches of the Policy will be treated as a disciplinary matter.

Any allegations and or complaints found to be false and malicious may result in disciplinary action being taken against the complainant.

NB- Please also see other related policies:

- Access to information policy
- Compliments & complaints procedure
- Disciplinary procedure
- Grievance procedure
- Information sharing policy
- Safeguarding Handbook

Date last reviewed: February 2018

Next review: February 2020