



EQUALITY & DIVERSITY

Version History

Status <small>(initial, accepted, draft)</small>	Version	Date	Actioned By	Description	Classification <small>P&C, Confidential, Internal Use Only, None</small>
Accepted	2.1	7/4/14	The Board		None

References

Reference	Document Ref	Version

Glossary

Terms and abbreviations are defined below:

Abbreviation	Description



EQUALITY & DIVERSITY

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Policy Statement

Framework recognises its ability to reduce the disadvantages that people experience by having a diverse workforce which generally reflects the local community in which it works. We are committed to valuing diversity in our workforce.

Framework also recognises the diverse client group it serves and the need to avoid discrimination in service provision. We are committed to valuing diversity in our client group.

Responsible Person

Lisa Del Buono, Service Director, is responsible for ensuring this policy is implemented throughout Framework and reviewed on the agreed due date.

Equality & Diversity Commitment

Framework has a commitment to be an organisation that:

- Develops services to achieve equality and diversity in all its activities
- Aims to have a workforce that generally reflects the local population
- Aims to offer services to the diverse client group that exists in the areas it serves
- Understands how valuing diversity can improve our ability to deliver better services
- Actively consults with all our service users to ensure that services which are provided are responsive and reflect the diversity of need
- Provides all employees with the training and development they need to enable them to achieve organisational goals
- Challenges society's attitude towards our client group.

Framework will also seek to apply this policy to work undertaken for us by external consultants and contractors through its Approved Contractors Policy.

Equality and diversity strategy

This strategy reflects the existing UK legal framework and definitions for equality and aims to achieve a change in organisational culture of all equality and diversity issues.

- Framework will ensure that our Equality and Diversity Policy is applied fully, fairly and consistently across the organisation.
- Framework recognises that all people are different and aims to ensure that we treat each individual with dignity and respect
- We will take action to address discrimination and to promote and achieve diversity in employment and service.



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Employment

Framework aspires to a diverse workforce that has the skills and understanding to achieve our goals by the provision of a quality service responsive to individual and diverse needs.

We are committed to ensuring that all people are treated fairly and without unlawful discrimination.

We aim to ensure that all employees treat each other with dignity and respect and to develop a working environment where harassment and victimisation is known to be unacceptable and where individuals can feel confident enough to bring complaints without fearing prejudice or repercussions.

Framework will establish recruitment and selection and referrals procedures that reflect its policy on Equality and Diversity and which give full and fair consideration to all job, and housing and support applications and equality of opportunity irrespective of race, colour, ethnic origin, political belief, religion or religious belief, gender, sex, sexual orientation, gender reassignment, pregnancy and maternity, disability, age, class, health status or appearance, Nationality or Marital status

Race

Framework is committed to achieving racial equality. We recognise our duties under the Equality Act 2010 and its provisions which include colour, nationality, ethnic or national origin and undertake to strive for racial equality in service provision and employment. Our aim is to become an organisation where:

- people from all ethnic groups have equal access to our services and decision-making processes
- BME communities are satisfied with the choices available to them and the services they receive
- BME communities are fairly represented at all employment levels within and across the organisation; there is equal access to training and employment opportunities and BME staff feel equally valued, supported and respected
- BME communities are fairly represented on our Board and BME board members feel equally valued, supported and respected
- contractors, consultants and partner agencies are working with us to promote race equality

Religion or religious belief

Framework recognises the need for our strategy to be in line with the Equality Act 2010 on discrimination and victimisation.

We will strive to create an environment which recognises and respects religion and belief and is free from unlawful discrimination, harassment or victimisation by developing working practices and services in ways which reflect this commitment.



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Sex and Gender Reassignment

Framework recognises its duties under the Equality Act 2010, and undertakes to strive for equality in service provision and employment.

We aim to create an environment that is free from unfair treatment, harassment and victimisation due to gender or where an individual proposes to, or completes a process to change his or her gender with or without medical supervision.

Care commitments

We aim to create an environment which is free from harassment and sexist language and behaviour and to create flexible working practices where the needs of carers and work and home balance requirements are recognised and supported in all areas and at all levels.

Sexual Orientation

Framework recognises its duties under the Equality Act 2010 on discrimination and is committed to working to remove the unfair treatment people face in their lives due to their sexuality and life choices.

We aim to create an environment where Lesbians, Gay men and Bisexual people are free from unfair treatment, harassment or victimisation and feel safe to be open about their sexuality and difference, if they choose to do so.

Disability

Framework recognises its duties under the Equality Act 2010 and will consider individuals as disabled who have a physical or mental impairment which has a substantial and long term adverse effect on their ability to carry out normal day to day activities, including those with Cancer, HIV infection and multiple sclerosis..

We aim to make sure that all our services and documentation are accessible and available to people with a disability and whenever possible to modify our procedures or equipment and adapt our facilities to make full use of an individual's ability and to accommodate people with a disability.

Framework has Disability Discrimination procedures that aim to ensure implementation of relevant legislation to enable individual's with a disability to access employment with Framework or the services it provides.

Age

Framework is committed to opposing unjustified age discrimination.

We recognise that age discrimination can affect all age groups and both genders, that age is no indicator of effectiveness in most work activities; that employment should not be based on age alone and that services should be sensitive to the needs of all age groups.

We aim to ensure that our recruitment procedures, promotion and training opportunities in employment eliminate age related criteria.



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Cohesion

Framework recognises that there may also be a need to deal with discrimination against groups not elsewhere covered, in line with existing or forthcoming UK legislation.

An example of this is that Framework offers employment interviews based on an individual's match to the person specification rather than on any other disclosures they may make including a history of ex-offending.

Communication & Review

All Framework employees will be issued with a copy of this policy at the start of their employment and following approved amendments.

This policy will be accessible to all employees and other individuals via Framework's Intranet site and to service users via their Supported Housing or Floating Support worker.

This policy will be included with tender information and contracts for work undertaken for us by external organisations and individuals.

This policy will be reviewed every three years.

Approved by the Board of Management January 2014



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FRAMEWORK POLICY
EQUALITY & DIVERSITY
The Statutory Framework
October 2010

The present statutory framework within which we apply this policy includes the legislation below:

- The Equality Act 2010
- The Human Rights Act 1998
- The Employment Rights Act 1996
- The Employment Relations Act 1999
- The Employment Act 2002
- The Employment Equality (Age) Regulations 2006
- The Housing Act 1988
- The Housing Act 1996
- The Protection from Harassment Act 1997

- The Flexible Working Regulations 2002
- Part-time Workers Regulations 2002
- The Fixed Term Employees Regulations 2002
- The Maternity and Parental Leave Regulations 2000 and the Maternity and Parental Leave [Amendment] Regulations 2001 and 2002
- The Paternity and Adoption Leave Regulations 2002
- The rehabilitation of Offenders Act 1974
- The Crime and Disorder Act 1998