

## 2.3 Equality and Diversity Policy

### 2.3.1 Policy Statements

Basingstoke Consortium and EBP South's Equality and Diversity policy demonstrates our commitment to the values of the Equality Act 2010 which provides a single overriding legal framework to replace all of the different equality laws. It is Basingstoke Consortium and EBP South's policy to treat people equally, irrespective of:

- Age
- Disability
- Race
- Sex
- Marital or family status and civil partnership
- Pregnancy, maternity or paternity
- Religion or belief
- Sexual orientation
- Gender Reassignment

Equality and Diversity is more than just meeting legal obligations. It is about making a positive difference to the lives of the people we serve, treating all people with dignity and respect and recognising the value of each individual as a unique member of the community. Basingstoke Consortium and EBP South is committed to advancing equality of opportunity for all and promoting positive role models for young people across all sections of society.

Basingstoke Consortium and EBP South's Equality and Diversity policy addresses Basingstoke Consortium and EBP South's legal duties and responsibilities to equality and diversity. The aim of Basingstoke Consortium and EBP South's Equality and Diversity policy is to eliminate and, ideally prevent, all forms of unfair discrimination that might occur within Basingstoke Consortium and EBP South or through the services we provide.

Basingstoke Consortium and EBP South will continuously strive to:

- Develop an awareness of equality and diversity issues amongst all employee, Directors and business volunteers
- Foster good relations between persons who share protected characteristics and persons who do not share them.
- Eliminate discriminatory practices, ensuring equitable treatment within Basingstoke Consortium and EBP South and responding promptly to any concerns regarding inequitable treatment
- Eliminate all forms of harassment and victimisation
- Monitor equality and diversity and deal with any concerns which arise
- Comply with all general and specific duties set down by the public sector equality duty

### **2.3.2 Policy Implementation**

The Trustee Directors and Management Team are responsible for ensuring that all employees are aware of the rights and responsibilities with regard to equality. Equal opportunity is about treating everyone fairly and ensuring that services and facilities are accessible to all. It encompasses the methods of work, attitude and behaviour of our organisation.

Basingstoke Consortium and EBP South will operate a “Zero Tolerance” to any infringement of its Equality and Diversity policy and procedures. If proven, an infringement would be considered gross misconduct and dealt with through disciplinary procedures as appropriate.

Wherever possible and appropriate Basingstoke Consortium and EBP South activities will be devised to positively promote and advance all aspects of Equality and Diversity. We will promote positive role models of the diverse range of the community when working with the business community to present career options to students.

#### **Employee**

Basingstoke Consortium and EBP South’s recruitment and selection process will be free from bias and discrimination as documented within our Recruitment Procedure. Recruitment procedures will be conducted objectively and any decision regarding an applicant’s suitability for a post will be based upon specific, non-discriminatory job related criteria

All employees will be treated with dignity and respect. The Management Team will make every effort to provide a working environment which is free of discrimination or harassment in any form. All employees are expected to make a positive difference to the people we serve and work with, treating all with dignity and respect and recognising the value of each individual.

All employees are expected to adhere to the Equality and Diversity Policy and related procedures.

#### **Subcontractors and Business Volunteers**

Basingstoke Consortium and EBP South works with many organisations and individuals including volunteers from the business community. Basingstoke Consortium and EBP South will ensure that those organisations and individuals have access to a copy of this policy.

All sub-contractors and Business Volunteers will be required to comply with this policy. Failure to do so could result in the termination of the contract or discontinuation of involvement of the volunteer.

### **2.3.3 Dealing with Discrimination**

Basingstoke Consortium and EBP South will ensure that every support and assistance is provided to anyone who considers they have been a victim of discrimination or victimisation through their employment or other involvement with Basingstoke Consortium and EBP South.

### **2.3.4 Complaints**

Any employee who believes they have been treated less fairly than other persons should make a complaint using the grievance procedures set out in the Employee Handbook.

Any complaints about Basingstoke Consortium and EBP South's service should follow the Basingstoke Consortium and EBP South complaints procedure.

### **2.3.5 Employee Training**

All employees will undertake appropriate training on Equality and Diversity matters. A record of this training will be kept on employee files.

At induction all new employees will receive guidance & training related directly to the policy and procedures. This will include covering all aspects of Basingstoke Consortium and EBP South's ethos and core values related to Equality and Diversity. It will also include procedures for employees.

### **2.3.6 Responsibilities**

The Management Team are responsible for ensuring Basingstoke Consortium and EBP South meets all aspects of the Equality Act 2010.

All employees will be responsible for meeting the main aspects of the general duty. This includes:

- Eliminating unlawful discrimination, harassment and victimisation
- Advancement of equality of opportunity between people who share a protected characteristic and those who don't

All employees will also:

- Remove or minimise disadvantage suffered by people due to their protected characteristic
- Take steps to meet the needs of people from protected groups where these are different from the needs of other people
- Encourage people from protected groups to participate in Basingstoke Consortium and EBP South projects or programmes where their participation is disproportionately low

Continued Effectiveness of the Policy

Basingstoke Consortium and EBP South's policy will be regularly reviewed by Basingstoke Consortium and EBP South's the Management Team and the Trustee Directors.

**Date of last review: Nov 2017**

**Date of next review: Nov 2018**