

NOCS' Equal Opportunities, Diversity and Inclusion Policy

1. **Policy Statement**

NOCS is committed to achieving a working environment which provides equality of opportunity and freedom from unlawful discrimination on the grounds of race, sex, pregnancy and maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientation. This Policy aims to remove unfair and discriminatory practices within the charity and to encourage full contribution from its diverse community. The charity is committed to actively opposing all forms of discrimination.

The charity also aims to provide a service that does not discriminate against its clients and customers in the means by which they can access the services and goods supplied by the charity. The charity believes that all employees, trustees and members are entitled to be treated with respect and dignity.

Any and all personal data used in connection with this Policy shall be collected, held, and processed in accordance with the charity's [Employee] Data Protection Policy.

2. **Objectives of this Policy**

- 2.1 To prevent, reduce and stop all forms of unlawful discrimination in line with the Equality Act 2010.
- 2.2 To ensure that recruitment, promotion, training, development, assessment, benefits, pay, terms and conditions of employment, redundancy and dismissals are determined on the basis of capability, qualifications, experience, skills and productivity.

3. **Designated Officer**

Name: Nocturin Lacey-Clarke

Position: General Manager

Telephone Number 01258 840216

4. Definition of Discrimination

Discrimination is unequal or differential treatment which leads to one person being treated more or less favourably than others are, or would be, treated in the same or similar circumstances on the grounds of race, sex, pregnancy and maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientation. Discrimination may be direct or indirect, and includes discrimination by perception and association.

5. Types of Discrimination

5.1 Direct Discrimination

This occurs when a person or a policy intentionally treats a person less favourably than another on the grounds of race, sex, pregnancy and maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientation.

5.2 Indirect Discrimination

This is the application of a policy, criterion or practice which the employer applies to all employees, trustees and members but which is such that:

- It is detrimental to a considerably larger proportion of people from the group that the person the employer is applying it to represents;
- The employer cannot justify the need for the application of the policy on a neutral basis; and
- The person to whom the employer is applying it suffers detriment from the application of the policy.

Example: A requirement that all employees, trustees and members must be 6ft tall if that requirement is not justified by the position would indirectly discriminate against employees, trustees and members with an oriental ethnic origin, as they are less likely to be able to fulfil this requirement.

5.3 Harassment

This occurs when a person is subjected to unwanted conduct that has the purpose or effect of violating their dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment.

5.4 Victimisation

This occurs when a person is treated less favourably because they have brought or intend to

bring proceedings or they have given or intend to give evidence.

6. Unlawful Reasons for Discrimination

6.1 Sex

It is not permissible to treat a person less favourably on the grounds of sex, marital status, civil partnership, pregnancy or maternity, gender reassignment or transgender status. This applies to men, women and those undergoing or intending to undergo gender reassignment. Sexual harassment of men and women can be found to constitute sex discrimination.

Example: Asking a woman during an interview if she is planning to have any (more) children constitutes discrimination on the ground of gender.

6.2 Age

It is not permissible to treat a person less favourably because of their age. This applies to people of all ages. This does not currently apply to the calculation of redundancy payments.

6.3 Disability

It is not permissible to treat a disabled person less favourably than a non-disabled person. Reasonable adjustments must be made to give the disabled person as much access to any services and ability to be employed, trained, or promoted as a non-disabled person.

6.4 Race

It is not permissible to treat a person less favourably because of their race, the colour of their skin, their nationality or their ethnic origin.

6.5 Sexual Orientation

It is not permissible to treat a person less favourably because of their sexual orientation. For example, an employer cannot refuse to employ a person because s/he is homosexual, heterosexual or bisexual.

6.6 Religion or Belief

It is not permissible to treat a person less favourably because of their religious beliefs or their religion or their lack of any religion or belief.

7. Positive Action in Recruitment

Under the Equality Act 2010, positive action in recruitment and promotion applies as of 6 April 2011. 'Positive action' means the steps that the Charity can take to encourage people

from groups with different needs or with a past record of disadvantage or low participation, to apply for positions within the Charity.

If the Charity chooses to utilise positive action in recruitment, this will not be used to treat people with a protected characteristic more favourably, it will be used only in tie-break situations, when there are two candidates of equal merit applying for the same position.

8. Reasonable Adjustments

The charity has a duty to make reasonable adjustments to facilitate the employment of a disabled person. These may include:

- 8.1 Making adjustments to premises;
- 8.2 Re-allocating some or all of a disabled employee's duties;
- 8.3 Transferring a disabled employee to a role better suited to their disability;
- 8.4 Relocating a disabled employee to a more suitable office;
- 8.5 Giving a disabled employee time off work for medical treatment or rehabilitation;
- 8.6 Providing training or mentoring for a disabled employee;
- 8.7 Supplying or modifying equipment, instruction and training manuals for disabled employees, trustees and members; or
- 8.8 Any other adjustments that the Charity considers reasonable and necessary provided such adjustments are within the financial means of the Charity.

If an employee has a disability and feels that any such adjustments could be made by the Charity, they should contact the Designated Officer.

9. Responsibility for the Implementation of this Policy

All employees, trustees and members, subcontractors and agents of the Charity are required to act in a way that does not subject any other employees, trustees or members to direct or indirect discrimination, harassment or victimisation on the grounds of their race, sex, pregnancy or maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientation.

The co-operation of all employees, trustees and members is essential for the success of this Policy. Senior employees, trustees and members are expected to follow this Policy and to try

to ensure that all employees, trustees and members, subcontractors and agents do the same. Employees, trustees and members may be held independently and individually liable for their discriminatory acts by the Charity and if necessary, further external measures may be taken. The Charity takes responsibility for achieving the objectives of this Policy, and endeavours to ensure compliance with relevant Legislation and Codes of Practice.

10. Acting on Discriminatory Behaviour

In the event that an employee is the subject or perpetrator of, or witness to, discriminatory behaviour, please refer to the <<charity handbook on disciplinary and grievance procedures>>.

11. Advice and Support on Discrimination

Employees, trustees and members may contact their trade union representative if access to such an individual is possible.

Other contacts include:

Equality and Human Rights Commission

Manchester
Arndale House
The Arndale Centre
Manchester
M4 3AQ

London
Fleetbank House
2-6 Salisbury Square
London
EC4Y 8JX

Cardiff
Block 1, Spur D, Government Buildings
St Agnes Road
Gabalfa
Cardiff
CF14 4YJ

Glasgow
151 West George Street
Glasgow
G2 2JJ

Helpline Telephone Number:
Phone: 0808 800 0082
Textphone: 0808 800 0084

Website: www.equalityhumanrights.com

Citizens Advice Bureau

3rd Floor North
200 Aldersgate Street
London
EC1A 4HD

Website: www.citizensadvice.org.uk

Community Legal Services Direct

Telephone: 0845 345 4 345

Website: www.clsdirect.uk

12. The Extent of the Policy

12.1 The Charity seeks to apply this Policy in the recruitment, selection, training, appraisal, development and promotion of all employees, trustees and members. The Charity offers goods and services in a fashion that complies with the spirit of this Policy.

12.2 This Policy does not form a part of any employment contract with any employee and its contents are not to be regarded by any person as implied, collateral or express terms to any contract made with the Charity.

12.3 The Charity reserves the right to amend and update this Policy at any time.

This policy has been approved & authorised until the next meeting of trustees by:

Name: Jennie Fellowes and Neil Kernon

Position: Treasurer and Chair for NOCS Charity

Date: 31 July 2019

Signature: Pp *Jennie Fellowes and Neil Kernon*

**Reviewed and agreed at trustee meeting 16/6/22. See minutes.
Next review due June 2024.**