
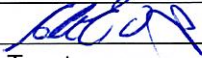


Equalities Policy		
Date Approved: 28 th July 2023	Authorised by: Cliff Evans	
Review Date: 28 th July 2024	Signed: 	
Page no: 1	Position: Trustee	

Equalities and Diversity Policy

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Overview

The Avon Centre is committed to creating an environment of equality, diversity and inclusion at our Centre, in our workforce, volunteers and service users and eliminating unlawful discrimination.


The aim is for our Centre to be truly representative of all sections of society and for everyone to feel respected and able to give their best.

The Centre – in the operation of its daily activities - is also committed against unlawful discrimination of customers or the public.

Purpose

The policy’s purpose is to:

- Ensure there is equality, fairness and respect for all who use the Centre.
- Ensure there is not unlawfully discrimination because of any protected characteristics, as listed in the Equality Act 2010: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation


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- TAC remains opposed to and avoids all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities

Commitments

The Avon Centre commits to:

- Encourage equality, diversity and inclusion in the workplace.
- Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.
 - This commitment includes training managers and all other employees about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.
 - All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public.
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.
 - Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

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- Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.
- Make opportunities for training, development and progress available to all staff to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
- Decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
- Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
- Monitor anonymously, to the best of our abilities the make-up of everyone at the Centre regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.
 - Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

Conclusion

The equality, diversity and inclusion policy is fully supported by senior management, board of trustees and has been agreed with trade unions and/or employee representatives.

Use of the organisation's grievance and/or disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.

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Related Documents

- The Avon Centre Equalities Agreement
- Complaints Policy and Procedure
- Equalities and Diversity Training
- Grievance Procedure
- Equalities Training PowerPoint