



NORTHERN REGENERATIONN CIC

Equality Diversity and Inclusion Policy

September 2020

(Version 1.3)

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1. Policy Statement

Northern Regeneration CIC is committed to a policy of equality diversity and inclusion, which promotes and ensures just and fair treatment for all.

The aim is to maintain a positive working and learning environment, which creates mutual respect and dignity and enables employees/learners/apprentices to realise their full potential.

2. The Equality Act 2010

A new Equality Act came into force on 1 October 2010. The Equality Act brought together over 116 separate pieces of legislation into one single Act. Combined, they make up an Act that provides a legal framework to protect the rights of individuals and advance equality of opportunity for all.

The Act simplifies, strengthens and harmonises current legislation to provide Britain with discrimination law which protects individuals from unfair treatment and promotes a fair and more equal society.

The nine main pieces of legislation which merged are:

- the Equal Pay Act 1970
- the Sex Discrimination Act 1975
- the Race Relations Act 1976
- the Disability Discrimination Act 2005
- the Employment Equality (Religion or Belief) Regulations 2003
- the Employment Equality (Sexual Orientation) Regulations 2003
- the Employment Equality (Age) Regulations 2006
- the Equality Act 2006, Part 2
- the Equality Act (Sexual Orientation) Regulations 2007

It is our intention to ensure that no person is subject to unfair treatment in any way and we recognise our responsibilities and legal obligations also under the following Acts:

- Rehabilitation of Offenders Act (1974)
- Protection from Harassment Act (1997)
- Human Rights Act (1998)
- Race Relations [Amendment] Act (2000)
- Special Education Needs & Disability (2001)
- Age Discrimination Act (2006)
- Gender Recognition Act (2004)

3. Aim of the Policy

The aim of this Policy is to establish clear guidelines regarding equality diversity and inclusion and to ensure that all forms of prejudice, discrimination [direct and indirect] and harassment will be challenged and addressed in a culture of mutual acceptance and respect.

4. Discrimination Definitions

Direct discrimination

Consists of treating an individual less favourably than others; on the basis of their gender, race, age, sexual orientation, ethnic or national origin, religion, and marital status or disability/learning difficulty.

Indirect discrimination

Occurs when a condition or requirement, although applied equally to all individuals or groups, adversely affects a higher proportion of one group of people over another. Indirect discrimination can also occur when a learner/apprentice or employee is discriminated in relation to a protected characteristic of the learner/apprentice or employee. This may also apply to persons with whom the learner/apprentice or employee shares the protected characteristic at a particular disadvantage when compared with persons with whom the Learner/apprentice or employee does not share it

The Company will take all reasonable steps to eliminate indirect discrimination in all aspects of learning or employment.

Harassment

Is any unwanted conduct affecting an individual's dignity. It may be related to gender, race, age, sexual orientation, ethnic or national origin, religion, marital status or disability/learning difficulty or any personal characteristic. It may be persistent or an isolated incident and include actions or comments which are viewed as demeaning and unacceptable to the recipient.

Victimisation

This involves treating a person less favourably than others are or would be treated because that person has – in good faith – made or is supporting a complaint of discrimination.

5. Key Principle

The key principle of this policy is that all employees/learners/apprentices at Northern Regeneration, including partners, subcontractors and the wider community, are entitled to be treated with respect and dignity in an environment in which a diversity of backgrounds and experience is recognised and valued.

It is the responsibility of all employees/learner/apprentices to accept their personal involvement in the practical application of this policy although specific responsibility falls upon management and staff professionally involved in recruitment and selection, training & development and employee/learner/apprentice administration.

If any employee or learner/apprentice considers that he or she suffers from unequal treatment, they should raise their concerns with their manager/ trainer.

Any complaints will be dealt with fully and sensitively through the established grievance and disciplinary procedures.

This statement will be reviewed and measured annually, in accordance with legislative developments and general good practice, to ensure its effectiveness.

6. Policy Statements

We are committed to promoting equality diversity and inclusion in employment and training and the provision of equal access to services and facilities for all groups within the community.

a) Policy Statement: Age

We are committed to the provision of flexible strategies and practices that cater for all ages and take into account individual circumstances and needs.

Northern Regeneration CIC is committed to:

- Challenging stereotyping and marginalisation based on age
- Recognising that both older and younger people can make a contribution to Northern Regeneration CIC based on their own experiences and skills
- Providing work and training opportunities for people regardless of age
- Ensuring that literature and correspondence reflects positive images of people of all ages

b) Policy Statement: Gender

Northern Regeneration CIC recognises the various ways in which gender can be subject to discrimination, lack of opportunity and social injustice.

Northern Regeneration CIC is committed to:

- Challenging stereotyping and discrimination on the basis of gender
- Ensuring that service provision is discrimination free, and that there is equality of access or uptake of services
- Supporting the rights of individuals to identify their own gender
- Ensuring that gender does not inhibit individuals' abilities, preferences and aspirations.

c) Policy Statement: Disability

Disability in the context of this policy includes those with learning and physical disabilities /difficulties, sensory impairment and difficulties due to mental health.

Northern Regeneration CIC is committed to:

- Endorsing the right of people with disabilities to lead an independent life
- Working to eliminate discrimination against people with disabilities in its procedures and practices and encouraging change in individual behaviour and attitudes.

- The provision of access, facilities and services to meet the needs of people with disabilities.
- Providing opportunities and support for people with learning disabilities/difficulties and positive encouragement to be involved and/or participate within their ability.

d) Policy Statement: Race

Issues of nationality, ethnic origin or cultural background are all components of the perception of Race. For the purposes of this statement, Race is used as a general term to cover all these factors.

Northern Regeneration CIC is committed to:

- Working to eliminate racism in its structures as well as encouraging change in individual behaviour and attitudes
- The use of positive images in all literature
- Positive action measures that meet the needs of minority ethnic people
- Identifying the needs of different minority ethnic groups using its services so as to ensure that services and employment practices are as relevant as possible to all groups.

e) Policy Statement: Religious Belief

Northern Regeneration CIC is not a religious organisation and does not promote any creed or belief.

Northern Regeneration CIC is committed to:

- Supporting the rights of individuals to their religious beliefs and customs
- Treating these with respect
- Endorsing the diversity of a multi-faith society, including those with no religious beliefs
- Combating derogatory stereotyping, myths and abuse

f) Policy Statement: Sexual Orientation

Northern Regeneration CIC supports the provision of equal access to its services and equal treatment of its employees/learner/apprentices and of people who use its services who are homosexual, bisexual, transsexual or heterosexual.

Northern Regeneration CIC is committed to:

- Ensuring that no individual suffers discrimination based on their sexual orientation
- Providing an environment which is free from harassment
- Challenging value-laden assumptions, attitudes and behaviour
- Ensuring that employees, learner/apprentices and service users do

not receive any adverse treatment due to their sexual orientation

g) Policy Statement: Gender Reassignment

The Gender Recognition Act 2004 is an Act of the Parliament of the United Kingdom that allows transgender people to change their legal gender. It came into effect on 4 April 2005. In relation to the protected characteristic of gender reassignment Northern Regeneration CIC uses the following definition:

A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.

A reference to a transsexual person is a reference to a person who has the protected characteristic of gender reassignment.

Northern Regeneration CIC is committed to:

- Ensuring that no individual suffers discrimination based on the above protected characteristic
- Providing an environment which is free from harassment
- Challenging prejudices, assumptions, attitudes and behaviour
- Ensuring that employees, learner/apprentices and service users do not receive any adverse treatment due to their protected characteristic

h) Policy Statement: Marriage & Civil Partnership

A person has the protected characteristic of marriage and civil partnership if the person is married or is a civil partner.

In relation to the protected characteristic of marriage and civil partnership Northern Regeneration CIC is committed to:

- Ensuring that no individual suffers discrimination based on the above protected characteristic
- Providing an environment which is free from harassment

i) Policy Statement: Pregnancy and maternity

This section refers to the protected characteristic of pregnancy and maternity. Northern Regeneration CIC is committed to:

- Ensuring that no individual suffers discrimination based on the above protected characteristic
- Providing an environment where no woman is treated unfavourably because of a pregnancy
- Ensuring that employees, learner/apprentices and service users do not receive any adverse treatment or discrimination, in the period of 26 weeks beginning with the day on which she gives birth; or treats

- her unfavourably because she has given birth.
- Ensuring that employees, learner/apprentices and service users are not treated unfavourably because she is breast-feeding.

j) Policy Statement: Employment Practices

All job/training placement applicants are considered on the basis of merit, abilities and potential. No applicant receives less favourable treatment on the grounds of race, colour, nationality, religious belief, sexual orientation, gender, marital status, physical or mental disability or age.

Northern Regeneration CIC is committed to:

- The monitoring of staff training
- The selection, professional development and treatment of employees/learner/apprentices on the basis of equality of opportunity
- The use of positive action, where appropriate
- The monitoring of selection criteria to ensure that they are not discriminatory
- The treatment of any form of victimisation carried out by an individual, as a matter for disciplinary action
- The expectation that all staff appointed to Northern Regeneration CIC are committed to the principles and implementation of equality of opportunity, including the challenging of discriminatory behaviour.

k) Policy Statement: Training

No employee/learner/apprentice will be excluded from our training provision on the grounds of race, colour, nationality, religious belief, sexual orientation, gender, marital status, physical or mental disability or age.

Northern Regeneration CIC is committed to:

- A learning environment which fosters an atmosphere of openness and acceptance of a variety of views, perceptions and experiences
- Challenging all forms of prejudice, discrimination and stereotypical attitudes and behaviours within the learning environment
- Wherever possible, ensuring adequate physical access to the learning environment
- Ensuring that individuals with learning, physical or sensory disabilities who have an identifiable support need, are provided with additional learning support.

l) Overall responsibility:

Although it is the responsibility of all staff to accept their personal involvement in ensuring Northern Regeneration CIC meets its goals, it is the overall responsibility of the Managing Director to monitor the practical application of this policy and its continuing effectiveness.

7. General Scope of Policy

Publicising the policy

The policy will be publicised as widely as possible to include employees/learner/apprentices.

Marketing

Northern Regeneration CIC will ensure that marketing strategies reflect equal opportunities good practice and that provision is actively and appropriately promoted to all sections of the community.

Complaints

Learner/apprentices: Learner/apprentices, including potential learner/apprentices and visitors may raise complaints about unfair or unequal treatment using the Complaints Policy and Procedure. This is available in the site office at all our sites.

Employees: Complaints from employees can be raised using the Complaints Policy and Procedure. This is available in the site office at all our sites.

Responsibility

It is the responsibility of all employees/learner/apprentices to make sure that our goals are achieved, and that we all understand what the Policy means and to respect the differences of the people within the organisation.

All businesses and visitors should respect and adhere to the principles and practices of this policy.

Equality Diversity and Inclusion Working Group

The Equality and Diversity Working Group will ensure that effective systems to monitor and evaluate equality and diversity practices are in place, by:

- Setting targets and bi-annually monitoring equality diversity and inclusion performance including:
 - Data on employee/learner/apprentice applications, retention, progression and achievement in terms of ethnicity, gender, age and disability with a view to comparing trends and highlighting and improving imbalances identified.
 - Employee recruitment and selection in terms of gender, ethnicity and disability
 - Undertaking of employee training and development opportunities
 - Employee promotions and leavers
- Hold bi-annual meetings of the Equality and Diversity Working Group at which the views of employees and learner/apprentices are represented and at which policies and practices are regularly reviewed to ensure there is no inadvertent discrimination taking place.