



## **Equality and Diversity Policy**

Butser Education CIC believes that everybody has an entitlement to personal, social and intellectual development and must be given an opportunity to achieve their potential. Everybody is unique in terms of their characteristics, interests, abilities and motivation. Butser Education CIC values these wide diversities.

### **Aims**

Butser Education CIC aims to ensure that the learning, participation and enjoyment of all staff, volunteers and visitors is achieved through inclusive practice. We intend to create a secure, accepting, collaborating and stimulating community in which everyone is valued and has the right to be treated on the same basis.

Harassment and bullying are not acceptable and will not be tolerated in Butser Education CIC.

This applies to all staff, volunteers and visitors regardless of:

- Age
- Gender/gender reassignment
- Sexual orientation
- Marriage or civil partnership status
- Race
- Religious beliefs
- Nationality
- Ethnic or national origin
- Disability
- Part time working
- Responsibility for dependants
- Pregnancy and maternity

- Trade union membership
- Trade union activity

**Direct discrimination is defined as:**

Treating a person less favourably than others are or would be treated in the same or similar circumstances.

**Indirect Discrimination:**

This occurs when a job requirement or condition is applied equally to all, and has a disproportionate and detrimental effect on members of one or more protected groups and the requirement cannot be justified in relation to the job.

When decisions are made about an individual, the only personal characteristics taken into account will be those that, as well as being consistent with relevant legislation, are necessary to the proper performance of the work involved.

**Victimisation is defined as:**

Treating a person less favourably because they have taken action in respect of discrimination, e.g. by bringing a complaint or giving evidence for a colleague.

**Harassment is defined as:**

Unwanted conduct that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment for them, on grounds of one of the relevant characteristics such as sex or race. This is also unlawful in many of the situations covered by discrimination law.

Butser Education CIC regards discrimination, harassment or bullying, as described above, as unacceptable, and any employee of Butser Education CIC who discriminates against any other person will be liable to appropriate action in the Butser Education CIC disciplinary procedures.

It is the aim of Butser Education CIC in its relationships with its employees and in the provision of its services, not to disadvantage any individual by imposing any conditions or requirements that cannot be fully justified.

In pursuance of this policy, Butser Education CIC may take special measures/positive action in favour of any group that is currently underrepresented in its workforce. In this, it will take account of:

- The Equal Pay Act 1970

- The Sex Discrimination Acts 1975, 1986 and 1999
- The Disability Discrimination Act 1999
- The Rehabilitation of Offenders Act 1974
- The Human Rights Act October 2000 and
- The Employment Equality (age) Regulations 2006

In pursuance of this policy, Butser Education CIC reserves the right to discipline any of its employees who practice any form of discrimination on the grounds of a person's age, gender, ability, race, religion, ethnic origin, creed, colour, social status, sexual orientation, marital or civil partnership status, or whether a person is with child or in parenthood.

Butser Education CIC will monitor and evaluate this policy on an ongoing basis and inform the employees of its impact.

Butser Education CIC will implement this policy by:

- Ensuring all staff and volunteers have/see a copy of it.
- Including it in staff training every year, communicating any changes.
- Including it in the induction process for all volunteers.

The Equality and Diversity Policy will be reviewed annually.

**Reviewed January 2018**