

EQUALITY & DIVERSITY POLICY

Statement Of Intent

Manchester Care and Repair is committed to creating and maintaining a culture which values diversity and provides equality of opportunity from people from all backgrounds. We recognise that people who have certain protected characteristics may experience both direct and indirect discrimination and may also experience disadvantage as a result of structural inequalities in society and we will strive to ensure that such inequalities are not perpetuated as a result of our actions as individuals and as an organisation.

The organisation takes a position of **active opposition** to all forms of prejudice, discrimination, bullying and harassment on the grounds of age, disability, mental or physical ill health, gender or gender assignment, race, religion or belief, sexual orientation, marital status and maternity and pregnancy – and we expect our staff to do this too.

Definitions

- **Direct discrimination** – when someone is treated less favourably than another person because of a Protected Characteristic.
- **Associative discrimination or discrimination by association** – direct discrimination against someone because they associate with another person who possesses a Protected Characteristic.
- **Discrimination by perception** – direct discrimination against someone because it is thought that they possess a particular Protected Characteristic even if they do not actually possess it.
- **Indirect discrimination** - occurs where an individual's employment is subject to an unjustified provision criterion or practice which e.g. one sex or race or nationality or age group finds more difficult to meet, although on the face of it the provision, criterion or practice is 'neutral'.
- **Harassment** – unwanted conduct related to a relevant protected characteristic which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual. Employees may complain of such offensive behaviour even if it is not directed towards them personally.
- **Victimisation** – when an employee is treated less favourably because they have made or supported a complaint or raised a grievance under the Equality Act 2010 or are suspected of doing so.
- **Protected characteristics** – relate to various pieces of UK legislation - age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage / civil partnership, maternity and pregnancy. These issues are referred to as "Protected characteristics".

Policy aims

- To promote equality of opportunity for all.
- To ensure that our services are equally accessible to all groups.
- To ensure that opportunities within our organisation are equally accessible to all.
- To maintain an organisational culture where diversity is valued and celebrated.
- To create a workplace where people are treated with dignity and respect and valued for who they are and the contribution they make to the organisation.
- Eligibility criteria related to our charitable objects will be clear with no discrimination within eligible groups.

Responsibilities

- Since Equality and Diversity is central to the way we operate, the responsibility for ensuring its implementation rests with the Chief Executive Officer.
- All employees and volunteers have a duty to implement this policy as well as an individual right to equal treatment and equality of opportunity within the organisation.
- All managers have a responsibility to consider equality and diversity in relation to access to the services that they manage.

Commitments

General

- The organisation will develop and progress an Equality and Diversity Action Plan, which will form part of our reporting to the Board of Trustees.
- Equality and diversity implications are considered and documented in all service reviews, process and policy reviews.
- Equality and diversity markers are collected as part of our standard client data set and our performance in terms of equalities is regularly reviewed and monitored.
- Equality and diversity markers are collected as part of our staff data and our performance in terms of staff equalities is regularly reviewed and monitored.

Staff and volunteers

- Equality and diversity will be a question in all interview processes.
- Familiarisation with MC&R's Equality and Diversity policy will be a key element in the induction of all new staff, volunteers and partners such as contractors.
- Equality and Diversity training will be a mandatory training element for all staff and volunteers and will be delivered every two years.
- Staff who are responsible for making decisions in recruitment, training and work allocation will be receive specific training to ensure that their decisions are made on fair and objective criteria and do not discriminate against members of staff, volunteers, job applicants or clients.

Suppliers and Contractors

We will make every effort to ensure that our suppliers and contractors reflect the diversity of the communities we serve and uphold the principles we hold around diversity and equality.