

Droxford Community Hub CIC (DCH)

(trading as Wilfrid's Café)

EQUALITY AND DIVERSITY POLICY

Policy Statement

DCH is an equal opportunities employer and provider of services and complies with the 2010 Equalities Act. DCH recognises that discrimination and victimisation is unacceptable and that it is in the interests of DCH and its employees or volunteers to utilise the skills of the total workforce. It is the aim of DCH to ensure that no employee or job applicant receives less favourable facilities or treatment (either directly or indirectly) in recruitment or employment on grounds of age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex, or sexual orientation (the protected characteristics).

Our aim is that our workforce will be truly representative of all sections of society and each employee/volunteer feels respected and able to give of their best.

We oppose all forms of unlawful and unfair discrimination or victimisation. To that end the purpose of this policy is to provide equality and fairness for all in our care.

All volunteers and employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees/volunteers will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of DCH.

Our staff and volunteers will not discriminate directly or indirectly, or harass customers or clients because of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation (the protected characteristics) in the provision of DCH goods and services.

This policy and the associated arrangements shall operate in accordance with statutory requirements. In addition, full account will be taken of any guidance or Codes of Practice issued by the Equality and Human Rights Commission, any Government Departments and any other statutory bodies.

Our Commitment

- To create an environment in which individual differences and the contributions of all our staff and volunteers are recognised and valued.
- Every employee and volunteer is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training and development and progression opportunities are available to all staff and volunteers if appropriate.
- To promote equality in the workplace which we believe is good management practice and makes sound business sense.
- We will review all our employment practices and procedures to ensure fairness.

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- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- This policy is fully supported by the Board of DCH.

Responsibilities of Management

Responsibility for ensuring the effective implementation and operation of the arrangements will rest with the DCH Board. Board members will ensure that they and their staff or volunteers operate within this policy and arrangements and that all reasonable and practical steps are taken to avoid discrimination. The Operations Team will ensure that:

- all their staff or volunteers are aware of the policy and the arrangements, and the reasons for the policy
- grievances concerning discrimination are dealt with properly, fairly and as quickly as possible
- proper records are maintained.

The DCH Board will be responsible for monitoring the operation of the policy.

Responsibilities of Staff

Responsibility for ensuring that there is no unlawful discrimination rests with all staff and volunteers and the attitudes of both are crucial to the successful operation of fair employment practices. In particular, all members of staff and volunteers should:

- comply with the policy and arrangements;
- not discriminate in their day-to-day activities or induce others to do so;
- not victimise, harass or intimidate other staff or groups who have, or are perceived to have one of the protected characteristics.
- ensure no individual is discriminated against or harassed because of their association with another individual who has a protected characteristic.
- inform their Team Leader or a member of the Operations Team if they become aware of any discriminatory practice.

Third Parties

Third-party harassment occurs where a DCH employee or volunteer is harassed, and the harassment is related to a protected characteristic, by third parties such as clients or customers. DCH will not tolerate such actions against its staff or volunteers, and the employee or volunteer concerned should inform their Team Leader at once that this has occurred. DCH will fully investigate and take all reasonable steps to ensure such harassment does not happen again.

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Related Policies and Arrangements

All employment policies and arrangements have a bearing on equality of opportunity. DCH policies will be reviewed regularly and any discriminatory elements removed.

Rights of Disabled People

DCH attaches particular importance to the needs of disabled people. Under the terms of this policy, DCH is required to:

- make reasonable adjustment to maintain the services of an or volunteer who becomes disabled, for example, training, provision of special equipment, reduced working hours. (NB: the Operations team are expected to seek advice on the availability of advice and guidance from external agencies to maintain disabled people in employment or in volunteering);
- include disabled people in training/development programmes;
- give full and proper consideration to disabled people who apply for jobs or to volunteer having regard to making reasonable adjustments for their particular aptitudes and abilities to allow them to be able to do the job.

Equality Training

A series of regular briefing sessions will be held for staff and volunteers on equality issues. These will be repeated as necessary. Equality information is also included in induction programmes.

Any Operations team member who has an involvement in any recruitment and selection process will receive specialist training.

Monitoring

- DCH deems it appropriate to state its intention not to discriminate and assumes that this will be translated into practice consistently across DCH as a whole.
- We will maintain information on staff who have been involved in certain key policies: Disciplinary, Grievance and Bullying & Harassment.
- Where appropriate equality impact assessments will be carried out on the results of monitoring to ascertain the effect of DCH policies and our services / products may have on those who experience them.
- The information collected for monitoring purposes will be treated as confidential and it will not be used for any other purpose.
- If monitoring shows that DCH, or areas within it, are not representative, or that sections of our workforce are not progressing properly within DCH, then an action plan will be developed to address these issues. This will include a review of

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recruitment and selection procedures, DCH policies and practices as well as consideration of taking legal Positive Action.

Approval

Approved by:.....(Name)

Signed..... Date

(Chair of DCH)

Review

The effectiveness of this policy and associated arrangements will be reviewed at least biennially in response to new legislation, policies or guidance or specific demand and feedback, under the direct supervision of the DCH Board of Directors.

Date of next review: June 2028