



**EQUALITY COUNCIL**  
UNITED KINGDOM

**Equality, Diversity and Inclusion Policy (Equal Opportunities)**

# EQUALITY COUNCIL UK

## **1. Policy Statement**

Equality Council UK is an organization committed to the promotion of equal opportunities in relation to the nine protected characteristics as outlined in the Equality Act 2010: Age, Disability, Race, Sex, Gender Reassignment, Marriage and Civil Partnership, Religion / Belief, Pregnancy and Maternity, and Sexual Orientation

In employment, Equality Council UK declares that its policy is to redress the balance as far as is lawful in favour of all disadvantaged groups including minority ethnic people, women, disabled people, ex-offenders and persons irrespective of age, sexual orientation, religious and marital status and protected characteristics outlined in the Equality Act 2010.

In policy development, it is our aim to develop and implement anti-discrimination strategies and positive action programmes and to promote these policies throughout our spheres of influence.

Equality Council UK will endeavor to establish a broad base for consultation to identify priorities and needs as reflected by the minority ethnic community at large and in all campaign work will maintain the objectives stated above.

Equality Council UK will monitor and review the composition of its Executive Committee with an aim to promote a broad based presentation.

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## **2. The Scope of the policy**

This policy applies to:

- (a) All staff employed by Equality Council UK irrespective of funding body;
- (b) All functions of Equality Council UK;
- (c) Members and affiliate organisations – the ECUK would expect the membership, be it individual or affiliated organisations, to concur with and actively promote these objectives.
- (d) Clients.

## **3. Implementation**

Employment procedures and practices will be undertaken strictly in accordance with the following and all other relevant legislation:

The Equality Act 2010 replaces the previous anti-discrimination laws in a single Act. It simplifies the law, removing inconsistencies and making it easier for people to understand and comply with it. It also strengthens the law in important ways, to help tackle discrimination and inequality. The majority of the Act came into force on 1<sup>st</sup> October 2010

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The Equality Act brings together for the first time all the legal requirements on equality that the private, public and voluntary sectors need to follow:

- (a) It affects equality law at work and in delivering all sorts of services and running of clubs.
- (b) It replaces all the existing equality law including:
  - i. The Equal Pay Act 1970
  - ii. The Sex Discrimination Act 1975
  - iii. The Race Relations Act 1976
  - iv. The Disability Discrimination Act 1995

## 4. Who the law protects

- Whether at work as an employee or in using a service, the message (or purpose) of the Equality Act is that everyone has the right to be treated fairly at work or when using services.
- It protects people from discrimination on the basis of certain characteristics.
  - *Disability*
  - *Gender reassignment*
  - *Marriage or civil partnership*
  - *Pregnancy and maternity*
  - *Race*
  - *Religion or belief*
  - *Sexual orientation*

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- *Sex (gender)*
- *Age*

## **5. Responsibilities under the law**

- We have a responsibility under the law to treat employees and service users fairly.
- All our services will be monitored and evaluated regularly to ensure that there is equality in service delivery.

## **6. What the law protects against:**

### **Forms of prohibited conduct.**

- (a) Discrimination. This includes:
  - Treating a person worse than someone else because of a protected characteristic (known as **direct discrimination**). Although in the case of pregnancy and maternity direct discrimination, this can occur if they have protected characteristic without needing to compare treatment to someone else.
  - Putting in place a rule or way of doing things that has a worse impact on someone with a protected characteristic than someone without one, when this cannot be objectively justified (known as **indirect discrimination**).

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- Treating a disabled person unfavourably because of something connected with their disability when this cannot be justified (**known as discrimination arising from disability**).
- Failing to make reasonable adjustments for disabled people.

## **(b) Harassment**

- i. Unwanted conduct which has the purpose or effect of violating someone's dignity or which is hostile, degrading, humiliating or offensive to someone with a protected characteristic or in a way that is sexual in nature.

## **(c) Victimisation**

- i. Treating someone unfavourably because they have taken (or might be taking) action under the Equality Act or supporting somebody who is doing so.

**(d)** As well as these characteristics, the law also protects people from being discriminated against:

- By someone who wrongly perceives them to have one of the protected characteristics.

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- Because they are associated with someone who has a protected characteristic. This includes the parent of a disabled child or adult or someone else who is caring for a disabled person.

## **7. Employment**

Equality Council UK will ensure:

1. That discussion and training will be undertaken for staff and management to combat all forms for discrimination, inequality and harassment at work.
2. That procedures and practices will reflect the protected characteristics as stated in the Equality Act 2010
3. As far as possible facilitate special needs training as defined by the employee to redress her/his disability;
4. As far as is practicable, ensure that the premises are suitably adapted to meet the needs of disabled employees and client groups.

## **8. Monitor and Review**

- (a) Equality Council UK will monitor and review the effectiveness of the policy on an annual basis

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- (b) The senior officer in charge should present a half-yearly report to the Executive Committee, which is part of the work programme review. An Annual Report should be presented at the Annual General Meeting, on the effectiveness of the Council's Equality, Diversity and Inclusion Policy in order to address any imbalances.
- (c) Equality Council UK will monitor and keep under review its procedures and practices to assess the impact of the policy in the following areas:
- i) Job descriptions/person specifications
  - ii) Wording, presentation and media use for advertising
  - iii) Response to advertising
  - iv) Shortlisting from returned application forms
  - v) Interview assessments
  - vi) Offers of employment
  - vii) Acceptance of offers
  - viii) Numbers of leavers and reasons for leaving
  - ix) Access to and uptake of training opportunities (internal)/and further education (external)
  - x) Existing staff
  - xi) Access to services
  - xii) Recruitment and selection procedures
  - xiii) Probationary periods
  - xiv) Terms and conditions of employment
  - xv) Dismissal
  - xvi) Leaving arrangements
  - xvii) Re-grading



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## xviii) Deployment patterns

To implement this EDI Policy, Equality Council UK accepts that it needs to promote and facilitate the following initiatives by training all members and staff involved in the selection recruitment process on:

- a) Recruitment and Selection Procedures
- b) Interview techniques
- c) Code of practice
- d) Access to services

**The Executive Committee of ECUK will review the EDI Policy in March 2021.**

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