

BRADNINCH TOGETHER

POLICY 05 Equality & Diversity (V3 01.02.24)

N°	Procedure	More info																				
1.	<p>This policy defines how Bradninch Together (BradTog) a Community Interest Company (CIC) approaches, protects and promotes equality and diversity.</p> <p>BradTog recognises that discrimination can disadvantage some people and we will strive ensure that those people we interact with have fair and equitable access to services, support and equal standing in our community.</p> <p>This policy reinforces our commitment to upholding equality and diversity and will be incorporated in all aspects of BradTogs activities and will be a requirement of activities where we collaborate with others.</p>																					
2.	<p>The Law; The Equality Act 2010 applies to employees and organisations providing a service. Volunteering could be considered as a service and as such BradTog has a duty to protect volunteers from discrimination, harassment or victimisation on grounds of the projected characteristics.</p> <p>The nine (9) protected characteristics are age, disability, sex, sexual orientation, race, religion or belief, gender reassignment, marriage or civil partnership and pregnancy or maternity.</p> <p>If there are allegations of criminal offences in contravention of the Equality Act 2010, then the matter may be referred to the police.</p> <p>External agencies can be a source of advice on diversity, in addition to BradTogs own policies, procedures and guidance. Our web site bradninchtogether.org.uk has links to a range of organisations that are specialists.</p>																					
3.	<p>Scope;The objective of this policy is that no person should experience less favourable treatment, discrimination or lack of opportunity on the grounds of:</p> <table border="1" data-bbox="209 1541 1299 1962"> <tbody> <tr> <td>Gender</td> <td>Religious Beliefs</td> </tr> <tr> <td>Race</td> <td>Philosophical Beliefs</td> </tr> <tr> <td>Heritage</td> <td>Political Beliefs</td> </tr> <tr> <td>Skin Colour</td> <td>Health Status</td> </tr> <tr> <td>Nationality</td> <td>Marital Status</td> </tr> <tr> <td>Ethnic Origin</td> <td>Sexual Orientation</td> </tr> <tr> <td>Age</td> <td>Responsibility for Dependents</td> </tr> <tr> <td>Weight</td> <td>Physical attributes</td> </tr> <tr> <td colspan="2">Or any other grounds which cannot be shown as justifiable</td> </tr> <tr> <td colspan="2"></td> </tr> </tbody> </table>	Gender	Religious Beliefs	Race	Philosophical Beliefs	Heritage	Political Beliefs	Skin Colour	Health Status	Nationality	Marital Status	Ethnic Origin	Sexual Orientation	Age	Responsibility for Dependents	Weight	Physical attributes	Or any other grounds which cannot be shown as justifiable				
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4.	<p>Categories of Discrimination;</p> <ol style="list-style-type: none"> 1. Direct Discrimination; where someone is treated less favourably than another person because of a protected characteristic. 2. Associative Discrimination; this is direct discrimination against someone because they are associated with another person who 																					

	<p>processes a protected characteristic.</p> <p>3. Discrimination by perception; this is direct discrimination against someone because others think that they possess a particular protected characteristic. They do not necessarily have to possess the characteristic, just be perceived to.</p> <p>4. Indirect Discrimination; this can occur when you have a rule or policy that applies to everyone but disadvantages a person with a particular protected characteristic.</p> <p>5. Harassment; this is behaviour that is deemed offensive by the recipient. People can now complain of the behaviour that they find offensive even if it is not directed at them.</p>	
5.	<p>Reporting a concern;</p> <ol style="list-style-type: none"> 1. If an adult or child is at immediate risk do not hesitate, call the police. 2. As soon as you are able write down what you have seen, heard, the sequence of events and who was involved. 3. Raise your concern with the project leader. 4. If your concern is about the project leader, or you would like to speak to someone who is independent, raise your concern with the BradTog Secretary secretary@bradtog.org.uk 5. If approached by someone listen, observe, you may ask clarifying but not probing questions. 6. Do not promise confidentiality, but do reassure the person that you will only tell others that will help. 7. Do not discuss any incident or concern beyond your project leader, the BradTog Secretary and the authorities. 	<p>Policy 02: Safeguarding</p>
6.	<p>Confidentiality;</p> <p>When concerns are raised BradTog will maintain discretion throughout any enquires and the recording of information. Any referrals to external agencies will be kept confidential.</p> <p>Emails, digital records and correspondence will be retained by BradTog for 12 months and kept in accordance with current Data Protection legislation.</p>	<p>Policy 04: Privacy Notice (Data Protection & Confidentiality)</p>
7. SE	<p>This policy was approved by the Directors of Bradninch Together Community Interest Company on 16 March 2021 and is reviewed biannually.</p>	<p>Review Date January 2026</p>
	<p>Bradninch Together Policies</p> <ul style="list-style-type: none"> • Policy 01: Problem Solving & Complaints • Policy 02: Safeguarding • Policy 03: Health & Safety • Policy 04: Data Protection & Confidentiality • Policy 05: Equality & Diversity 	
	<p>Bradninch Together Guidance Notes</p> <ul style="list-style-type: none"> • 001 Guidance: Welcome to Bradninch Together • 001 Guidance: Person to Person Contact and Safety • 002 Guidance: Collection of Pre-Paid Shopping & Prescriptions • 003 Guidance: Cash & Card Shopping and Reimbursement • 004 Guidance: No Answer at the Door 	