



## Equal Opportunities Policy

<b>Lead/Owner</b>	CEO
<b>Date of Approval</b>	07/11/2024
<b>Author/Reviewer</b>	CEO/Board of Trustees
<b>Next Review Date</b>	07/11/2025
<b>Related Policies</b>	Bullying, Anti-Harassment and Victimisation Policy Recruitment of Ex-Offenders and Disclosures Policy Recruitment and Selection Policy Grievance Policy and Procedure
<b>Level of Approval</b>	Board of Trustees

Compassionate Inverclyde is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination.

The aim is for our workforce to be truly representative of all sections of society and our community, and for each employee to feel respected and able to give their best.

The organisation - in providing services - is also committed against unlawful discrimination of members of the Compassionate Inverclyde community or the public.

### **Our policy's purpose**

This policy's purpose is to:

1. Provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time.
2. Not unlawfully discriminate based on the Equality Act 2010 protected characteristics of:
  - age
  - disability
  - gender reassignment
  - marriage and civil partnership
  - pregnancy and maternity
  - race (including colour, nationality, and ethnic or national origin)
  - religion or belief

- sex
- sexual orientation

3. Oppose and avoid all forms of unlawful discrimination. This includes in:

- pay and benefits
- terms and conditions of employment
- dealing with grievances and discipline
- dismissal
- redundancy
- leave for parents
- requests for flexible working
- selection for employment, promotion, training or other developmental opportunities

### **Our commitments**

Compassionate Inverclyde commits to:

1. Encourage equality, diversity and inclusion in the workplace as they are good practice and make business sense.
2. Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

This commitment includes training all employees about their: rights and responsibilities under the equality opportunities policy. Responsibilities include:

- staff conducting themselves to help the organisation provide equal opportunities in employment.
- prevent bullying, harassment, victimisation and unlawful discrimination.

All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, volunteers and the public.

3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, volunteers, visitors and the public and any others in the course of the organisation's work activities.

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

In addition, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. Harassment under the Protection

from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

4. Make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.

5. Make decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

6. Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

7. Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability. Compassionate Inverclyde encourages equality, diversity and inclusion, in meeting the aims and commitments set out in the Equality policy.

Monitoring will also include assessing how the equality policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

#### **Agreement to follow this policy**

The Equal Opportunities policy is fully supported by the Board of Trustees and CEO.

#### **Our disciplinary and grievance procedures**

Details of the organisation’s grievance and disciplinary policies and procedures can be found at [www.compassionateinverclyde.org/policies](http://www.compassionateinverclyde.org/policies).

Use of the organisation’s grievance or disciplinary procedures does not affect an employee’s right to make a claim to an employment tribunal within three months of the alleged discrimination.

#### **Document version control**

<b>Version number</b>	<b>Change or update</b>	<b>Author or owner</b>	<b>Date</b>
1.0	First version	CEO	07/11/2024