



# Equality and Diversity Policy.

Last updated 19/04/22

## **Introduction.**

The Equality and Diversity Policy reflects The Big Reveal's commitment to ensure that everyone participating in its events and activities are treated fairly and with respect and dignity.

The Big Reveal will not tolerate:

- any unjustifiable acts of direct or indirect discrimination
- any form of harassment or victimisation

This applies with respect to the protected characteristics of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation.

Every possible step will be taken to ensure that individuals are treated equally and fairly and that decisions on recruitment, selection, training, remuneration and promotion are based solely on objective and job related criteria.

## **Aims.**

- To ensure that equal opportunities are an integral part of The Big Reveal's ethos
- To ensure that all individuals are treated with dignity and respect
- To combat unfair and unjustifiable acts of discrimination, harassment or victimisation
- To remove barriers which directly or indirectly restrict equality of opportunity or access to activities and events run by or with The Big Reveal

## **Scope of the Policy.**

This policy will influence all aspects of The Big Reveal's work including:

- The recruitment and selection of Trustees and volunteers.
- Management and support.
- Training and development.

This policy will also influence:

- Service provision.

This policy will apply to all of The Big Reveal's volunteers, members and trustees as well as any other individuals or organisations accessing or benefitting from our services.

## **Responsibilities:**

All Trustees, volunteers and members of The Big Reveal are expected to comply with the requirements of the policy. The Big Reveal will ensure that everyone has access to this policy at all times by making it publicly available on our website.

### **Directors and Trustees:**

Directors and Trustees are responsible for:

- Familiarising themselves with the policy and ensuring that their language, behaviour and practice are consistent with its requirements.
- Ensuring that everyone who is engaging with The Big Reveal, its activities and events, has access to the policy
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- Ensuring that the Directors, Trustees and volunteers understand what constitutes discrimination, harassment and victimisation.
- Ensuring that all recruitment practices recognise diversity and are free from discrimination.
- Providing a working environment in which all staff feel able to report any acts of discrimination and/or harassment.
- Ensuring that any reported cases of discrimination, harassment and/or victimisation are dealt with expediently and with sensitivity for all parties concerned.

All Directors, Trustees and volunteers are expected to become familiar with this policy and its appendices and to ensure that their language, behaviour and practice are consistent with its requirements.

## **Complaints:**

The Big Reveal is committed to dealing sensitively and effectively with all complaints of discrimination, harassment or victimisation. Under the terms of this policy and the policy for dealing with harassment and bullying, any complaint will always be taken seriously and investigated.

Complaints of discrimination will be taken seriously and The Big Reveal will take corrective action including disciplinary action against members of staff in breach of the policy. In cases where the discrimination or harassment is considered to be of a serious nature, it will be regarded as gross misconduct, which may result in summary dismissal.

# Appendix 1

## **Definitions:**

### **Discrimination**

Discrimination can be direct, indirect, intentional or unintentional. At an individual level, discrimination consists of personal attitudes of superiority eg: a white person believing that they are superior to a black person. It can also be behaviour that prejudices a person because of the group within which they may be identified.

#### **Direct Discrimination**

Direct discrimination occurs where the reason for a person being treated less favourably than another is a protected characteristic. It also covers cases where the less favourable treatment is because of a person's association with someone who has that characteristic (for example is disabled) or because the person is wrongly thought to have it (for example a particular religious belief). An example of direct discrimination is when a person who is entitled to be treated equally is directly adversely affected by a decision that results in the person being treated less favourably. For example, an Asian job applicant who meets the shortlist criteria is rejected based on his/her ethnic origin.

#### **Indirect Discrimination**

Indirect discrimination occurs when a policy which applies in the same way for everybody has an effect which particularly disadvantages people with a protected characteristic. For example, indirect discrimination is created by the application of unjustifiable rules or conditions that may at first appear neutral, but once they are put into practice, a smaller proportion of one group than the other can comply with them. For example, a manager decides that only staff with 10 years continuous service can apply for a particular promotion. In reality this may restrict the number of women who could comply with the requirement as many take time off to have children.

### **Harassment**

The Equality Act 2010 defines three types of harassment:

- 1) Unwanted conduct related to a relevant protected characteristic which has the purpose or effect of violating another person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for another person.
- 2) Sexual harassment – unwanted conduct of a sexual nature where the conduct has the purpose or effect of the first type of harassment (above).
- 3) Treating someone less favourably because he or she has either submitted to or rejected sexual harassment, or harassment related to sex or gender reassignment.

### **Victimisation**

The Equality Act 2010 defines victimisation as taking place where one person treats another badly because he or she has done, is suspected to have done or is suspected may do a 'protected act'. Protected acts relate to taking or supporting any action for the purpose of the Act including any alleged breach of its provisions.

## Appendix 2

### **Examples of Types of Discrimination and Harassment:**

#### **Sexual Discrimination**

Discrimination takes the form of prejudiced attitudes and conduct suggesting that one gender, usually women, lack certain desirable abilities and characteristics that the other gender possesses.

##### **Direct Sex Discrimination**

Less favourable treatment of a woman than a man (or vice versa) because of their sex. Most sexual harassment is direct discrimination, because a person is being treated in a way that a person of the opposite sex would not be treated.

##### **Indirect Sexual Discrimination**

Occurs when a provision, criterion or practice is applied equally to both men and women but, in fact, would adversely affect more women than men or vice versa.

#### **Sexual Harassment**

Sexual harassment is any unwanted physical, verbal or visual conduct of a sexual nature which is unsolicited and unwelcome and creates an intimidating, hostile or offensive work environment for one or more individuals. For example, any unwanted attention or physical contact, the use of sexually explicit or provocative language and conduct that is intimidating or physically abusive to a member of staff because of his/her gender.

#### **Racial Discrimination**

Discrimination occurs when conduct, words or practices advantage or disadvantage people because of their race, colour, nationality, ethnic and national origin, religion or belief, culture or language.

##### **Direct Discrimination**

Occurs when a person is able to show that he or she has been treated less favourably on racial grounds than others in similar circumstances. Racist abuse and harassment are forms of direct discrimination.

##### **Indirect Discrimination**

Occurs when a person from a particular racial group is less likely to be able to comply with a requirement or condition and the requirement cannot be justified on non-racial grounds. For example, a rule against wearing headgear could rule out Sikh men who wear a turban.

## **Racial Harassment**

Unwanted verbal or visual conduct based on race, colour, nationality, ethnic and national origin, religion or belief, culture or language, which is unwelcome and creates an intimidating, hostile or offensive work environment, affecting the dignity of men and women at work. Racial abuse from other employees or from customers or clients is harassment.

## **Disability Discrimination**

The belief that disability implies lack of personal ability can distort the way in which an individual person is perceived leading to prejudice and discrimination.

## **Disability Harassment**

Offensive or intimidating behaviour relating to a person's disability. Harassment can include unwanted verbal, non-verbal or physical conduct relating to the person's disability, which causes that person offence or distress.

## **Religious Belief Discrimination**

Discrimination occurs when conduct, words or practices advantage or disadvantage people because of their religious belief. Individuals must be able to practice their faith in safety without fear of harassment or discrimination.

## **Religious Belief Harassment**

Unwanted verbal or visual conduct based on religious belief, which is unwelcome and creates an intimidating, hostile or offensive work environment, affecting the dignity of men and women at work.

## **Age Discrimination**

Negative assumptions ascribed to people because of their age, which leads to prejudice and discrimination. It is often assumed that young people lack maturity or are unable to take responsibility and that older people are less flexible and lack the ability to learn.

## **Age Harassment**

Offensive or intimidating behaviour relating to a person's age, which is unwelcome and creates an intimidating, hostile or offensive work environment, affecting the dignity of men and women at work.

## **Sexual Orientation Discrimination**

Negative attitudes and prejudices leads to discrimination against lesbians, gay men and bisexuals. This occurs when the belief is that heterosexuality is the absolute norm and that any other form of sexuality is abnormal. Expected stereotypical conventions of relationship status and domestic arrangements reinforce collective acts of discrimination.

## **Sexual Orientation Harassment**

Offensive or intimidating behaviour relating to a person's sexual orientation. Harassment can be physical, verbal, or visual conduct, which is unsolicited and unwelcome and creates an intimidating, hostile or offensive work environment for one or more individuals.