

Registered Charity no: 1182938

[www.thriveleeds.org.uk](http://www.thriveleeds.org.uk)

last review: June 2020……………… date of next review: …2023…………………

*These terms and conditions will be reviewed every 3 years.*

**Equality, Diversity and Inclusion Policy**

**POLICY STATEMENT**

At Thrive Leeds, we are fully committed to the promotion of equality of opportunity, valuing and embracing diversity and ensuring a holistic and inclusive approach in all areas of its activity.

At Thrive Leeds, we adhere to The Equality Act 2010 which recognises the following specific protected characteristics:

gender, gender reassignment, race, disability, age, religion or belief,

sexual orientation, marriage and civil partnership and pregnancy and maternity

All trustees, employees and volunteers of Thrive Leeds have a duty to act in accordance with this Policy, creating an environment free from discrimination.

Thrive Leeds will ensure:

1. equality, diversity and inclusion are fully reflected in its employment practices and procedures
2. it is compliant with the statutory employment duties under the Equality Act 2010.
3. employment policies and procedures are monitored and reviewed so that they do not

operate against its Equality, Diversity and Inclusion Policy

1. it attracts and retains  a  diverse  workforce  through  appropriate  recruitment and  selection methods

**DEFINITIONS**

**Discrimination**:

1. 'Direct Discrimination' is where a person is treated less favourably than another  not  on  the merits  of  the  case  but  on  grounds  of  a  protected  characteristic.
2. ‘Discrimination by  association’  occurs  where  a  person  is  directly  discriminated  against  by  association  with  another  individual  who  has  a  protected characteristic.
3. ‘Discrimination by perception’ is where a person is directly discriminated against based on a perception that the person has a particular protected characteristic even if the person does not actually possess that protected characteristic.
4. 'Indirect Discrimination' occurs when a provision, practice or a criterion that applies to

everyone but particularly  disadvantages  people  who  share  a  protected  characteristic.

**‘Harassment’** is unwanted conduct related to a protected characteristic which has the effect of violating an individual’s dignity. There are three types:

1. Harassment related to a protected characteristic
2. Sexual harassment -less favourable treatment of a worker because they submit to or reject  sexual harassment  or harassment related to sex or gender reassignment
3. ‘Victimisation’ occurs when an individual is treated badly or has suffered a detriment because they have made or supported a complaint or raised a grievance.

**ROLES AND RESPONSIBILIITES**

All trustees, employees and volunteers of Thrive Leeds are responsible for promoting equality, diversity and inclusion and conducting themselves in accordance with this policy.

**RECRUITMENT AND SELECTION**

The principles  of equality,  diversity  and  inclusion  are  embedded  within  Thrive Leeds’s recruitment and selection procedures.

**BREACHES OF THIS POLICY**

* If any employee or employer believes that they have been subject to discrimination  under this Policy, they should to raise the matter with their line manager or supervisor.
* Allegations regarding potential breaches of this Policy will be treated in the strictest confidence and investigated in accordance with the Grievance procedure.  Employees or volunteers who make such allegations in good faith will not be victimised or treated less favourably as a result.
* False allegations which are found to have been made in bad faith will, however, be dealt with under the Disciplinary procedure.