

# THRIVE

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**

Our values are

Including & Accepting, Empowering & Enabling, and Growing & Transforming.

We see a community where young people:

- belong, are accepted and growing in including others
- can contribute, make a difference and impact their locality
- are growing in confidence, resilience and their ability to cope with challenges.

### **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. Our outlook is one of inclusiveness. We aim to welcome and provide a safe place for all our young people and families, including those with disabilities and additional needs. We want to include all people as equals and so enable their equal participation in all that we do, treating everyone as individuals with the respect they deserve. We will work within our capabilities to remove any barriers that may prevent them from doing this.

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:

- a. equality, diversity and inclusion are fully reflected in its employment practices and procedures
- b. it is compliant with the statutory employment duties under the Equality Act 2010.

- c. employment policies and procedures are monitored and reviewed so that they do not operate against its Equality, Diversity and Inclusion Policy
- d. it attracts and retains a diverse workforce through appropriate recruitment and selection methods

## DEFINITIONS

### Discrimination:

- a. '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.
- b. 'Discrimination by association' occurs where a person is directly discriminated against by association with another individual who has a protected characteristic.
- c. '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.
- d. '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:

- a. Harassment related to a protected characteristic
- b. Sexual harassment - less favourable treatment of a worker because they submit to or reject sexual harassment or harassment related to sex or gender reassignment
- c. '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 RESPONSIBILITIES

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 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.