

# EQUALITY AND DIVERSITY POLICY

Updated Jan 2015

The next date for review of this policy is Jan 2016

## 1. INTRODUCTION

1.1. Don't Rain Skatemobile wholeheartedly supports the principle of equal opportunities in employment. We aim to encourage, value and manage diversity and recognise that talent and potential are distributed across the population. Not only are there moral and social reasons for promoting equality of opportunity, it is in the best interests of our young people to recruit and develop the best people from as wide and diverse a pool of talent as possible. That diversity adds value and supports our mission to secure the affirmation, formation and achievement of all our young people in the management of access, choice and freedom for discrimination. These principles lie at the heart of the equal opportunities policy of Don't Rain Skatemobile.

1.2. Don't Rain Skatemobile recognises that many people in society experience discrimination. Discrimination is acting unfairly against a group or individual through for example exclusion, verbal comment, denigration, harassment, victimisation or a failure to appreciate needs or the assumption of such needs without consultation.

1.3. Discrimination can be direct or indirect (where there is a requirement or condition on all, but which has an adverse impact on a particular group and cannot be justified).

1.4. All forms of discrimination are unacceptable, regardless of whether there was any intention to discriminate or not.

1.5. This policy focuses on equal opportunities in relation to the employees and young people at Don't Rain Skatemobile.

## 2. AIMS OF POLICY

2.1. Don't Rain Skatemobile aims to create a culture that respects and values each others' differences, that promotes dignity, equality and diversity, and that encourages individuals to develop and maximise their true potential. Specifically, we will create a culture of openness, rich in rights and values, to nurture and develop confident and independent young people so that they achieve the best that they can.

### 2.2. This culture will challenge young people to:

- be open, fair-minded and just
- listen to and respect the views of others and practice reconciliation
- find their own convictions and commitments
- exercise friendship
- offer service to their community

- endeavor to see the needs of others as their own
- recognise and respect the faith of every human being
- eliminate discrimination

2.3 Don't Rain Skatemobile aims to remove any barriers, bias or discrimination that prevent individuals or groups from realising their potential and contributing fully to the performance of the group and to develop a culture that positively values diversity.

2.4 We are committed wherever practicable, to achieving and maintaining a workforce that broadly reflects the local community in which Don't Rain Skatemobile operates.

Each employee or volunteer is responsible for:

- Supporting and implementing the aims of this policy
- Promoting equality of opportunity
- Contributing to an environment free of fear or intimidation and which celebrates diversity
- Ensuring that their behaviour and actions do not amount to discrimination, harassment, bullying or victimisation in any way
- Ensuring staff and students are encouraged, supported and enabled to reach their full potential

### **3. NEW GENDER EQUALITY DUTY**

The Equality Act (2006) amended the requirements of the Equal Pay Act (1970) and the Sex Discrimination Act (1975). It added to the duty to eliminate sexual discrimination and sexual harassment.

### **4. NEW DISABILITY DUTY**

The Disability Equality Duty came into force on 4 December 2006. The new duty requires all public bodies to actively look at ways of ensuring that disabled people are treated equally.

### **5. BREACH OF THE POLICY**

The Directors will take seriously any instances of non-adherence to the Equality and Diversity Policy by students, staff or visitors. Any instances of non adherence will be investigated and where appropriate will be considered under the relevant disciplinary policy and could lead to disciplinary action against employees, termination of contracts for services of consultants or trainers, or withdrawal of volunteer agreements.