

|  |
| --- |
|  **Equality Diversity and Inclusion** |

**Scope -** This policy applies to all staff (including volunteers) working for or on behalf of Rennie Grove Peace (RGP). It applies to all areas of employment including recruitment, selection, training, deployment, career development and promotion. We ask our volunteers to adhere to this policy as a matter of good practice, although this is not intended to imply or create an employment relationship. The Policy also provides guidance for all other persons involved with our services e.g. patients, customers, contractors, suppliers and other people not employed by RPG.

|  |
| --- |
| **Purpose -** This policy aims to promote equality, diversity and inclusion in our processes and working environment and to eliminate unlawful discrimination.  RGP commits to recognising and valuing the differences of all and ensuring everyone is treated with dignity and respect regardless of their gender, sexual orientation, marital or civil partnership, status, age, race, religion or belief, disability, gender re-assignment or pregnancy and maternity.   Discrimination of any kind will not be tolerated and may result in disciplinary proceedings.  |

|  |  |  |
| --- | --- | --- |
| **Directorate** | **Revision Date** | **Next Planned Review Date** |
| People and Culture | 17-Oct-23 | 05/04/2027 |
| **Owner** | **Approved by** | **Document number** |
| **Deborah Fogden** | **Rozina Ahmad** | **RGPH-1894186951-585** |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Content** **The Equality Act 2010 states it is unlawful to:**  * discriminate directly or indirectly in recruitment or employment on grounds of sex, gender reassignment, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), sexual orientation or religion or belief, or because someone is married or is a civil partner

 * treat someone less favourably on grounds of disability than others without that disability are or would be treated, unless the less favourable treatment can be justified, or to fail to make reasonable adjustments to overcome barriers to employment caused by disability

 * discriminate unjustifiably on grounds of age in relation to employment

 * victimise someone because he or she has alleged unlawful discrimination or supported someone to make a complaint or given evidence in relation to a complaint

 Some types of harassment or bullying will be unlawful discrimination.  **RGP commits to:**  * encouraging equality, diversity, and inclusion in the workplace as they are good practice and make business sense

 * creating an environment in which individual differences and the contributions of our staff, potential staff and volunteers are recognised and valued and people are treated with dignity and respect

 * applying this policy across all areas of recruitment, training, promotion, transfers, terms and conditions of employment, grievance and disciplinary procedures and decisions

 * employing the best qualified staff based on aptitude and ability regardless of their background, providing equal opportunity for the advancement of all, including promotion and training

 * ensuring that the Hospice and our staff and volunteers follow anti-discriminatory practices and challenge any discrimination encountered

 * ensuring that the principles of equal opportunities run through every part of our service, including how we treat contractors, volunteers, visitors, patients and suppliers

 * ensuring that anyone raising a complaint under this policy, or giving evidence or information in connection with a complaint, is supported through this process and free from victimisation

 * building on the experience and insight of our staff and volunteers to help us design and deliver more effective policies and procedures and services – adapting services to meet different needs when appropriate to do so

 * valuing the contributions of everyone including those from underrepresented groups and ensuring equality makes a positive difference to organisational innovation, efficiency and performance

  Rennie Grove Peace Hospice Care is committed to ensuring that, as far as is reasonably practicable, the way we provide services to the public and the way we treat our staff reflects their individual needs and does not discriminate against individuals or groups on any grounds.   1. **Equality Impact Assessment**
	1. The Hospice aims to design and implement services, policies, procedures, and measures that meet the diverse needs of their service, population, and workforce, ensuring that none are placed at a disadvantage over others. The Equality Assessment tool is designed to help staff consider the needs and assess the impact of the policy in this light.
	2. Appropriate adjustments will be made to accommodate individual communications needs.

|  |  |  |  |
| --- | --- | --- | --- |
|  |   | Yes/No | Comments |
| 1. | Does the policy/procedure/guidance affect one group less or more favourably than another based on:  |  |   |
|  |  Race  | No |   |
|  |  Ethnic origins (including gypsies and travellers)  | No |   |
|  |  Nationality  | No |   |
|  |  Gender  | No |   |
|  |  Culture  | No |   |
|  |  Religion or belief  | No |   |
|  |  Sexual orientation including lesbian, gay and bisexual people  | No |   |
|  |  Age  | No |   |
|  |  Disability - learning disabilities, physical disability, sensory impairment, and mental health problems  | No |   |
|  |  Marriage & Civil partnership  | No |   |
|  |  Pregnancy & maternity  | No |   |
| 2. | **Is there any evidence that some groups are affected differently?** | No |   |
| 3. | **If you have identified potential discrimination, are any exceptions valid, legal and/or justifiable?** | No |   |
| 4. | **Is the impact of the policy/procedure/guidance likely to be negative?** | No |   |
|  | If so, can the impact be avoided?  | N/A |   |
| 5. | **What alternatives are there to achieving the policy/procedure/guidance without the impact?** | N/A |   |
| 6. | **Can we reduce the impact by taking different action?** | N/A |   |

If you have identified a potential discriminatory impact of this procedural document, please refer it to the Department Director together with any suggestions as to the action required to avoid/reduce this impact. For advice in respect of answering the above questions, please contact the HR Team.  |

|  |
| --- |
| **Change Control** |
| **Version** | **Date of Change** | **Author** | **Brief Description of updates** |
| 1.0 | 17 October 2023 | Deborah Fogden |  |