

## **EQUAL OPPORTUNITIES AND DIVERSITY POLICY**

### **Purpose**

The Maggie Oliver Foundation (the “Foundation”) is committed to achieving a working environment which provides equality of opportunity and freedom from unlawful discrimination on the grounds of race, sex, pregnancy and maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientation. This Policy aims to remove unfair and discriminatory practices within the Foundation and to encourage full contribution from its diverse community. The Foundation is committed to actively opposing all forms of discrimination.

### **Scope**

The Foundation also aims to provide a service that does not discriminate against its Service Users in the means by which they can access the services provided by the Foundation. The Foundation applies to all employees, volunteers, and Service Users, and the Foundation believes they are all entitled to be treated with respect and dignity.

The scope extends to ensuring that recruitment, promotion, training, development, assessment, benefits, pay, terms and conditions of employment or volunteer agreements, redundancy and dismissals are determined on the basis of capability, qualifications, experience, skills and productivity.

Any and all personal data used in connection with this Policy shall be collected, held, and processed in accordance with the Foundation’s Data Protection Policy.

### **Definition of Discrimination**

Discrimination is unequal or differential treatment which leads to one person being treated more or less favourably than others are, or would be, treated in the same or similar circumstances on the grounds of race, sex, pregnancy and maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientation. Discrimination may be direct or indirect, and includes discrimination by perception and association.

### **Types of Discrimination**

- **Direct Discrimination**  
This occurs when a person or a policy intentionally treats a person less favourably than another on the grounds of race, sex, pregnancy and maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientation.
- **Indirect Discrimination**  
This is the application of a policy, criterion or practice which the employer applies to all employees but which is such that:
  - It is detrimental to a considerably larger proportion of people from the group that the person the employer is applying it to represents;
  - The employer cannot justify the need for the application of the policy on a neutral basis; and
  - The person to whom the employer is applying it suffers detriment from the application of the policy.

Example: A requirement that all employees must be 6ft tall if that requirement is not justified by the position would indirectly discriminate against employees with an oriental ethnic origin, as they are less likely to be able to fulfil this requirement.
- **Harassment**  
This occurs when a person is subjected to unwanted conduct that has the purpose or effect of violating their dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment.
- **Victimisation**

This occurs when a person is treated less favourably because they have bought or intend to bring proceedings or they have given or intend to give evidence.

### **Unlawful Reasons for Discrimination**

- **Sex**  
It is not permissible to treat a person less favourably on the grounds of sex, marital status, civil partnership, pregnancy or maternity, gender reassignment or transgender status. This applies to men, women and those undergoing or intending to undergo gender reassignment. Sexual harassment of men and women can be found to constitute sex discrimination.  
Example: Asking a woman during an interview if she is planning to have any (more) children constitutes discrimination on the ground of gender.
- **Age**  
It is not permissible to treat a person less favourably because of their age. This applies to people of all ages. This does not currently apply to the calculation of redundancy payments.
- **Disability**  
It is not permissible to treat a disabled person less favourably than a non-disabled person. Reasonable adjustments must be made to give the disabled person as much access to any services and ability to be employed, trained, or promoted as a non-disabled person.
- **Race**  
It is not permissible to treat a person less favourably because of their race, the colour of their skin, their nationality or their ethnic origin.
- **Sexual Orientation**  
It is not permissible to treat a person less favourably because of their sexual orientation. For example, an employer cannot refuse to employ a person because they are homosexual, heterosexual or bisexual.
- **Religion or Belief**  
It is not permissible to treat a person less favourably because of their religious beliefs or their religion or their lack of any religion or belief.

### **Positive Action in Recruitment**

'Positive action' means the steps that the Foundation can take to encourage people from groups with different needs or with a past record of disadvantage or low participation, to apply for positions within the Foundation.

If the Foundation chooses to utilise positive action in recruitment, this will not be used to treat people with a protected characteristic more favourably, it will be used only in tie-break situations, when there are two candidates of equal merit applying for the same position.

### **Reasonable Adjustments**

The Foundation has a duty to make reasonable adjustments to facilitate the employment of a disabled person. These may include:

- Making adjustments to premises;
- Re-allocating some or all of a disabled employee's duties;
- Transferring a disabled employee to a role better suited to their disability;
- Relocating a disabled employee to a more suitable office;
- Giving a disabled employee time off work for medical treatment or rehabilitation;
- Providing training or mentoring for a disabled employee;
- Supplying or modifying equipment, instruction and training manuals for disabled employees; or
- Any other adjustments that the Foundation considers reasonable and necessary provided such adjustments are within the financial means of the Foundation.

### **Responsibility for the Implementation of this Policy**

All employees, contractors, agents, volunteers, Trustees, or other members or associates of the Foundation are required to act in a way that does not subject any other employee, volunteer, or service user to direct or indirect discrimination, harassment or victimisation on the grounds of their race, sex, pregnancy or maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientation.

The co-operation of everyone working with and/or for the Foundation is essential for the success of this Policy. Individuals may be held liable for their discriminatory acts by the Foundation and in some circumstances an Employment Tribunal may order them to pay compensation to the person who has suffered as a result of discriminatory acts.

### **Acting on Discriminatory Behaviour**

In the event that an employee, contractor, agents, volunteer, Trustee, or other member or associate of the Foundation is the subject or perpetrator of, or witness to, discriminatory behaviour, this should be reported to the Founder immediately.