



Equality and diversity Policy

IntaGR8 CIC is committed to eliminating discrimination and encouraging diversity amongst our workforce and clientele. Our aim is that our workforce, including volunteers, will be truly representative of all sections of society and each employee feels respected and able to give their best.

To that end the purpose of this policy is to provide equality and fairness for all in our employment and not to discriminate because of:

Age Disability Gender reassignment Marriage and civil partnership Pregnancy and maternity Race Ethnic origin Colour Nationality, National origin Religion or belief Sex and sexual orientation.

We oppose all forms of unlawful and unfair discrimination.

All employees, whether part-time, full time or temporary, and volunteers will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Our commitment as an employer:

To create an environment in which individual differences and the contributions of all staff and volunteers are recognised and valued. Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated. Training, development and progression opportunities are available to all staff. Equality in the workplace is good management practice and makes sound business sense. We will review all our employment practices and procedures to ensure fairness. Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.

Ref: Equality & Diversity

Our commitment as a service provider:

We aim to provide services to which all service users are entitled regardless of race, religion, belief, gender, marital status, sexual orientation, disability, offending past, caring responsibilities, social class or age. We will make sure that our services are delivered equitably and meet the diverse needs of our service users by assessing and meeting the diverse needs of our service users.

Direct Discrimination: is defined as treating an individual less favourably than another in the same circumstances because of their race, colour, nationality or ethnic origin; their gender or gender identity; sexuality; marital status; age; physical health; HIV Status or disability; learning difficulty, learning disability or mental health; caring responsibility; political views or affiliations; religious faith or belief; class or financial status; or unrelated criminal convictions.



Indirect Discrimination: Applying a condition or requirement to an activity which will disadvantage or restrict access for particular groups more than others without justification. Indirect Discrimination may include Institutional Discrimination: when routine working practices, policies or procedures in effect marginalise or disadvantage certain groups over others.

This policy is fully supported by the IntaGR8 Board of Directors and Senior Management Team has been discussed and agreed at whole staff meetings. We have clear procedures that enable our service users, candidates for jobs, volunteers and employees to raise a grievance or make a complaint if they feel they have been unfairly treated. The policy will be monitored and reviewed annually

Prepared by: R Raper 1/9/15