

## RE:SILIENT Equality and Diversity Policy

RE:SILIENT is committed to eliminating all forms of unfair and unlawful discrimination. We aspire to be an organisation where our members are valued no matter who they are. We aim to be truly inclusive, benefit from diversity and appreciate everyone for their individual contributions. RE:SILIENT will not tolerate bullying, harassment or discrimination in any form.

This policy applies to all RE:SILIENT employees (full-time staff, part-time staff, short term contractors).

This policy's purpose is to:

- ensure that all RE:SILIENT members are treated fairly, with dignity and respect.
- oppose and prevent all forms of unlawful discrimination. This includes discrimination on the basis of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation.
- provide equal opportunity for everyone in the organisation, no matter their background or characteristics.
- promote the diversity of the organisation.

RE:SILIENT commits to:

- create an operating environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all members are recognised and valued.
- take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by members, beneficiaries and any others in the course of the organisation's activities.
- review organisational practices and procedures when necessary to ensure fairness, and also update them and this policy to take account of changes in the law.
- monitor the make-up of the organisation regarding information such as age, gender, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality and diversity, and in meeting the aims and commitments set out in this policy.

RE:SILIENT is also mindful of the provision in discrimination law for the rare circumstances when an organisation may need to justify discrimination rather than have a disproportionate effect. This could be, for instance, where there is a conflict with other legislation that RE:SILIENT has to comply with or between service needs. In such

circumstances, RE:SILIENT is committed to following the required proper assessment and objective justification of any decision in order to demonstrate that the provision, criterion or practice is a proportionate means of achieving a legitimate aim.

### **Responsibilities under the policy**

All RE:SILIENT members have a personal responsibility to guard against any form of discrimination and ensure compliance with this policy.

Members can help RE:SILIENT prevent bullying, harassment, victimisation and unlawful discrimination through their behaviour and treatment of others including by:

- Recognising and overcoming your own prejudices and unconscious bias (we all have them) and welcoming everyone to RE:SILIENT.
- Being interested in the people around you, put yourselves in their shoes and try and understand others' perspectives.
- Being a role model. People will look up to you and respect you for the role and expertise that you have as a member of RE:SILIENT. With that comes a responsibility to make the right impression, to make sure that when people think about RE:SILIENT they remember us for the right reasons.
- Having inclusion and equality in the forefront of your mind when making decisions, however big or small, when deciding how to tackle something or how to talk to someone.

### **Enforcement of the policy**

Directors, Managers and Team Leaders have special responsibility for leading by example and monitoring and enforcing compliance of this policy. However, all RE:SILIENT employees have a responsibility to address behaviour or actions that are contrary to this policy and that do not fit in with RE:SILIENT culture and values.

RE:SILIENT have policies and procedures to support people deal with issues if they occur, the biggest change will come when people respectfully speak up when they see something is wrong. If a member considers they have been discriminated against they should raise their concerns as soon as possible directly with their Team leader or a RE:SILIENT Manager.

RE:SILIENT takes all claims of bullying, harassment and discrimination very seriously and will take appropriate action. Reports of breaches of this policy will be dealt with under the RE:SILIENT Discipline Policy.

Use of RE:SILIENT's grievance and/or discipline procedures does not prevent or affect any individuals' statutory right of redress, including under the Equality Act 2010.

## **Policy Review**

This policy will be reviewed annually, or sooner if there has been a breach. The review will ensure the policy remains up-to-date, in line with UK legislation and best practice, as well as assessing the effectiveness of how the policy is working in practice and taking action to address any identified issues.