

EQUALITY AND DIVERSITY POLICY



**With you.
For you.**

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PART 1

HR POLICIES EQUALITY AND DIVERSITY POLICY

1. POLICY STATEMENT

- 1.1 The CCG is committed to equality of opportunity for all employees and is committed to employment practices, policies and procedures which ensure that no employee, or potential employee, receives less favourable treatment on the grounds of gender, race, colour, ethnic or national origin, sexual orientation, marital status, religion or belief, age, trade union membership, disability, offending background, domestic circumstances, social and employment status, HIV status, gender reassignment, political affiliation or any other personal characteristic. Diversity will be viewed positively and, in recognising that everyone is different, the unique contribution that each individual's experience, knowledge and skills can make is valued equally.
- 1.2 The promotion of equality and diversity will be actively pursued through policies and ensure that employees receive fair, equitable and consistent treatment and ensure that employees, and potential employees, are not subject to direct or indirect discrimination.
- 1.3 The CCG will develop Equality Strategies that will outline the plans to deliver its obligations under the Equality Act (2010).
- 1.4 This policy is in support of the CCG's core values of respect and dignity for the individual.
- 1.5 This policy is complementary to the NHS Staff Council Equality and Diversity and Dignity at Work agreements and the CCG's Harassment and Bullying at Work policy.
- 1.6 It is a condition of employment that all employees respect and act in accordance with the Equality and Diversity Policy. Failure to do so will result in the disciplinary procedure being instigated, which could result in dismissal.

2. PRINCIPLES

- 2.1 The CCG will promote, through the provision of training and guidance, the impartial application of all employment policies and procedures, and will take action to deal with all inappropriate behaviour. Courses will be developed to meet specific training needs in relation to equality and diversity and appropriate training events will be provided for all employees involved in selection for recruitment or training. The responsibilities of the employer and employee for equality and diversity will be positively incorporated into employee training at all levels from induction courses to Senior Management workshops.

3. DEFINITIONS

- 3.1 **Direct discrimination** occurs when an individual is treated less favourably because of their gender, race, colour, ethnic or national origin, sexual orientation, marital status, religion or belief, age, trade union membership, disability (failure to make reasonable adjustments for disabled people/staff), offending background or any other personal characteristic. An example of direct discrimination would be dismissing a female employee because she is pregnant.
- 3.2 **Indirect discrimination** occurs when an unjustifiable condition or requirement is applied which has a discriminatory effect, as the number of people who can comply with the condition or requirement is smaller among a particular group.
- 3.3 **Harassment**, which is unwanted conduct related to a protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual. An individual

can complain of such behaviour even if it is not directed at them and they need not possess the relevant characteristic(s) themselves.

3.4 **Victimisation**, which is treating someone unfavourably because they have either made or supported a complaint or grievance under the Equality Act (2010), or because they are suspected of doing so.

3.5 The policy also protects people from being discriminated against:

- by someone who mistakenly perceives them to have one (or more) of the protected characteristics (known as perception discrimination), **or**
- because they are associated with someone who has a protected characteristic.

This includes the parent of a disabled child or adult or someone else who is caring for a disabled person (known as discrimination by association).

4. RESPONSIBILITIES

Responsibilities of the CCG Board

4.2 The Board of the CCG will adopt appropriate strategies to support and value equality and diversity within the organisation.

Responsibilities of Managers

4.3 Managers are required to exercise leadership in this field by discouraging prejudice and by modelling appropriate behaviour. They must ensure that the Equality and Diversity policy is clearly communicated to their employees along with sources of available support. They must also take speedy and appropriate action to deal with any breaches of the policy, or behaviour that could lead to a breach of the policy.

4.4 Any identified breaches of the Equality and Diversity Policy should be dealt with using the Disciplinary, Grievance or Harassment and Bullying policies.

4.5 Managers are responsible for applying employment practices, policies and procedures fairly and consistently, and for highlighting and addressing any practices which could lead to discrimination.

Responsibility of Employees

4.6 All employees are responsible for familiarising themselves with the Equality and Diversity Policy and for complying with it. Employees should inform their manager if they know or suspect that discrimination/ harassment is occurring.

5. EQUALITY

4.1 In applying this policy, the organisation will have due regard for the need to eliminate unlawful discrimination, promote equality of opportunity, and provide for good relations between people of diverse groups, in particular on the grounds of the following characteristics protected by the Equality Act (2010); age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, and sexual orientation, in addition to offending background, trade union membership, or any other personal characteristic.

6. MONITORING & REVIEW

- 6.1 The policy and procedure will be reviewed periodically giving due consideration to legislative changes.

PART 2

1. PROCEDURE FOR DEALING WITH COMPLAINTS OF DISCRIMINATION

- 1.1 Any employee who feels that they have been discriminated against on any grounds set out in this policy should initially raise their concerns with their line manager. Where an employee's concerns relate to their line manager, the employee should raise their concern with the next more senior officer. Alternatively, employees may wish to discuss their concern with a member of Human Resources.
- 1.2 Where resolution cannot be achieved through informal discussion, an employee may put forward a grievance in line with the guidelines set down in the CCG's Grievance Procedure. Alternatively the Prevention of Harassment and Bullying at Work policy may be followed. At all stages of the procedure, employees can be accompanied by a Trade Union representative or work colleague.

Appendix 1

Equality Impact Assessment



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