



Charity number 1197599

## Equality & Diversity Policy for Brereton Big Local CIO

### Our commitment

We, Brereton Big Local CIO, are committed to providing equal opportunities in our group/club and to avoiding unlawful discrimination of our staff and against the young people who we work with.

This policy is intended to assist Brereton Big Local CIO to put this commitment into practice. Compliance with this policy should also ensure that members of staff do not commit unlawful acts of discrimination.

Striving to ensure that our group/club environment is free of harassment and bullying and that everyone is treated with dignity and respect is an important aspect of ensuring equal opportunities.

### The law (further info in appendix 1)

It is unlawful to discriminate directly or indirectly because of age, disability, sex, gender reassignment, pregnancy, maternity, race (which includes colour, nationality and ethnic or national origins), sexual orientation, religion, or belief, or because someone is married or in a civil partnership. These are known as "protected characteristics".

Staff/volunteers should not discriminate against or harass a child or young person whilst carrying out their duties. It is unlawful to fail to make reasonable adjustments to overcome barriers to membership caused by disability. The duty to make reasonable adjustments includes the removal, adaptation, or alteration of physical features, if the physical features make it impossible or unreasonably difficult for disabled people to become members. In addition, Brereton Big Local CIO have an obligation to think ahead and address any barriers that may impede disabled people from membership.

### Types of unlawful discrimination

There are many types of unlawful discrimination. It is essential that staff/volunteers and young people are aware of these and how they may affect them. Further information is included in appendix 2.

### Our members and others not involved directly in our group

The group will not discriminate unlawfully against anyone not directly associated with our group.

Staff/volunteers should report any bullying or harassment by others to their manager who will take appropriate action.

### Training

Brereton Big Local CIO will provide training in equal opportunities to staff/volunteers and others likely to be involved in running the group or other decision-making where equal opportunities issues are likely to arise.



Charity number 1197599

Brereton Big Local CIO will provide training to all existing and new members of staff/volunteers and others engaged to work at our premises to help them understand their rights and responsibilities under this policy and what they can do to help create an environment free of bullying and harassment. Brereton Big Local CIO will endeavour to provide additional training to senior staff members to enable them to deal more effectively with complaints of bullying and harassment.

### **Your responsibilities**

Members of staff/volunteers are required to assist Brereton Big Local CIO Group to meet its commitment to provide equal opportunities and avoid unlawful discrimination.

Members of staff/volunteers can be held personally liable as well as, or instead of, Brereton Big Local CIO for any act of unlawful discrimination. Members of staff who commit serious acts of harassment may be guilty of a criminal offence.

Acts of discrimination, harassment, bullying or victimisation against other staff, volunteers, or young people are disciplinary offences and will be dealt with under Brereton Big Local CIO disciplinary procedure. Discrimination, harassment, bullying or victimisation may constitute gross misconduct and could lead to dismissal without notice.

### **Monitoring and review**

This policy will be monitored periodically by Brereton Big Local CIO to judge its effectiveness and will be updated in accordance with changes in the law. Brereton Big Local CIO will monitor the ethnic and gender composition of our membership and the number of staff, and young people with disabilities, and will review its Equality Policy in accordance with the results shown by the monitoring. If changes are required, Brereton Big Local CIO will implement them.