

Proposed Equality & Diversity Policy for the Plymouth LINK



Introduction

The Plymouth LINK recognises that in society certain individuals and groups experience discrimination, and the LINK is committed to promoting good practice in Equality & Diversity and challenging discrimination on any grounds including race, colour, religious or political beliefs, gender, class, illness (such as HIV and Aids, Epilepsy, Hepatitis), age, disability, marital status, sexuality, gender reassignment or who have mental health or learning disability needs.

Equality & Diversity is about recognising and valuing differences and creating an environment where everyone has access to opportunities what ever their situation. The Plymouth LINK will try to work in a way that promotes good practice in Equality & Diversity in all aspects of its work.

This policy will help everyone involved in the Plymouth LINK:-

- Be aware of Equality & Diversity issues.
- Be aware of the law in relation to Equality & Diversity.
- Avoid discriminating against anyone else.
- Provide good practice in Equality & Diversity.
- Challenge Equality & Diversity issues.

Equality & Diversity & The Law

There are lots of laws that work in ensure people are not discriminated against. The Plymouth LINK aims to work within the following legislation.

Equal Pay Act 1970	Employment Equality Sexual Orientations Regulations 2003
Rehabilitation of Offenders Act 1976	Employment Equality Religion and Beliefs Regulations 2003
Sex Discrimination Act 1975	Carers Equal Opportunities Act 2004
Disability Discrimination Act 1995	Gender Recognition Act 2004
Race Relations Act 1976 plus Race Relations (Amendment) Act 2000	Civil Partnerships Act 2005
Human Rights Act 1998	Disability Discrimination Act 2005
Part-Time Workers Directive 1999	Employment Equality Age Regulations 2006
Gender Reassignment Regulations 1999	Equality Act 2006

(More information about any of these legislations can be assessed from the LINK support team).

Putting Equality & Diversity into practice

Training: The Plymouth LINK will offer participants the opportunity to get involved in training in Equality & Diversity. Active members of Plymouth LINK will have this training as part of their induction.

Engaging with diverse communities: The Plymouth LINK will try to ensure that its network positively reflects the local community. Methods of engagement will take cultural, language and accessibility needs into account and the Plymouth LINK will make sure it prioritises resources and work planning to respond to the communities

who don't often have a voice. It will promote positive images of diversity and be proactive to encourage under-represented groups to be part of the Plymouth LINK.

Opportunities to get involved: The Plymouth LINK will practice fair access to all of its opportunities, making sure information, recruitment, selection and support is accessible to all.

Conduct: Please also to refer to the code of conduct for the Plymouth LINK. It is important that people involved in the LINK behave in a way that does not discriminate against anyone else on any ground. Complaints that relate to Equality & Diversity practice will be dealt with seriously.

Discrimination & Harassment

What is discrimination and harassment?

Direct discrimination is when a person is treated less favourably than another in the same situation on any of the grounds outlined in this policy.

Indirect discrimination is when a requirement or condition is applied equally to everyone, but inadvertently disadvantages an individual or group who would be unable to meet that requirement.

Harassment is behaviour which is deliberate and unwelcome (either by the person receiving it or another person). It is directed at a person or group because of any of the grounds outlined in this policy and can be verbal, non verbal or physical.

Victimisation is when a person is treated less favourably in a situation because they have made a complaint, an allegation or they are helping someone else to make a complaint.

The Plymouth LINK will not tolerate discrimination, harassment or victimisation.