

Equality, Diversity and Inclusion Policy

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Equality, Diversity and Inclusion Policy

Policy Statement

EBP South's Equality, Diversity and Inclusion policy demonstrates our commitment to the values of the Equality Act 2010 which provides a single overriding legal framework to replace all of the different equality laws. It is EBP South's policy to treat people equally, irrespective of:

- Age
- Disability
- Race
- Sex
- Marital or civil partnership
- Pregnancy, maternity, or paternity
- Religion or belief
- Sexual orientation
- Gender Reassignment

Equality and Diversity is more than just meeting legal obligations. It is about making a positive difference to the lives of the people we serve, treating all people with dignity and respect and recognising the value of everyone as a unique member of the community. EBP South is committed to advancing equality of opportunity for all and promoting positive role models for young people across all sections of society.

EBP South's Equality, Diversity and Inclusion policy addresses our legal duties and responsibilities to equality and diversity. The aim of EBP South's Equality, Diversity and Inclusion policy is to eliminate, and ideally prevent, all forms of unfair discrimination that might occur within our organisation or through the services we provide.

Equity and Inclusion

EBP South encompasses a philosophy and culture of acknowledging, supporting and accepting those of all racial, sexual, gender, religious and socioeconomic backgrounds with the aim of uniting different backgrounds, beliefs and experiences in an environment where everyone feels valued and works together towards the greater good.

As such EBP South recognises that we live in disproportionate society and equity seeks to correct the imbalance by creating more opportunities for individuals who have historically had less access.

EBP South will continuously strive to:

- Develop an awareness of equality and diversity issues amongst all stakeholders.
- Encourage conscious inclusion and other behaviours that promote equity.
- Eliminate discriminatory practices, ensuring equitable treatment within EBP South and responding promptly to any concerns regarding inequitable behaviour.
- Monitor equality and diversity and deal with any concerns that arise in a timely manner.
- Comply with all general and specific duties set down by the public sector equality duty.
- Consistently display inclusive behaviours valuing all perspectives and listening to diverse points of view.
- Role model inclusive and respectful behaviours in the work environment and all work-related activities.

Policy Implementation

The Trustee Directors and Management Team are responsible for ensuring that all employees are aware of the rights and responsibilities with regards to equality. Equal opportunity is about treating everyone fairly and ensuring that services and facilities are accessible to all. It encompasses the methods of work, attitude, and behaviour of our organisation.

EBP South will operate a “Zero Tolerance” approach to any infringement of its Equality, Diversity and Inclusion policy. If proven, an infringement would be considered gross misconduct and dealt with through appropriate disciplinary processes.

Wherever possible and appropriate, EBP South activities will be devised to positively promote and advance all aspects of Diversity, Equality, Equity and Inclusion. We will promote a diverse range of positive role models from the community when working with businesses to present career options to all children, young people and young adults.

Employees

EBP South’s recruitment and selection process will be free from bias and discrimination as documented within our Recruitment Procedures. Recruitment procedures will be conducted objectively and any decision regarding an applicant’s suitability for a post will be based upon specific, non-discriminatory job-related criteria.

All employees will be treated with dignity and respect. The Management Team will make every effort to provide a working environment which is free of discrimination or harassment in any form. All employees are expected to make a positive difference to the people we serve and work with, treating all with dignity, respect and recognising the value of everyone.

All employees are expected to adhere to the Equality, Diversity and Inclusion Policy and related procedures.

Subcontractors and Business Volunteers

EBP South works with many organisations and individuals including volunteers from the business community. EBP South will ensure that those organisations and individuals have access to a copy of this policy.

All sub-contractors and Business Volunteers will be required to comply with this policy. Failure to do so could result in the termination of the contract or discontinuation of involvement of the volunteer.

Dealing with Discrimination

EBP South will ensure that support and assistance is provided to anyone who considers they have been a victim of discrimination or victimisation either through employment or other involvement with EBP South.

Complaints

Any employee who believes they have been treated less fairly than other people should make a complaint using the grievance procedures set out in the Employee Handbook.

Any complaints about EBP South’s service should follow the EBP South complaints procedure.

Employee Training

All employees will undertake appropriate training on Equality and Diversity matters. A record of this training will be kept on The National College or Breathe HR individual profile.

At induction all new employees will receive guidance & training related directly to the policy and procedures. This will include covering all aspects of EBP South's ethos and core values related to Equality and Diversity including any procedures relevant to the employee's job role.

Responsibilities

The Management Team are responsible for ensuring EBP South meets all aspects of the Equality Act 2010.

All employees will be responsible for meeting the main aspects of the general duty. This includes:

- Eliminating unlawful discrimination, harassment, and victimisation.
- Advancement of equality of opportunity between people who share a protected characteristic and those who don't.

All employees will also:

- Act in a manner that removes or minimises disadvantage suffered by people due to their protected characteristic.
- Take steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encourage people from protected groups to participate in EBP South projects or programmes where their participation is disproportionately low.

Continued Effectiveness of the Policy

EBP South's policy will be regularly reviewed by the EBP South Management Team and the Trustee Directors.

Date of last review: March 2025

Date of next review: March 2026