Raise Equality & Diversity Policy

Raise is an Equality & Diversity employer (of both paid and unpaid staff) and service provider.

Raise recognises that it is necessary to take positive steps to ensure that all people benefit from equal opportunities, whether as an employer, a service provider, or working with individuals or groups.

Raise will take all steps in its power to protect the rights of individuals and promote equality and diveristy for all people regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation. These are known as 'protected characteristics' in the Equality Act 2010.

Raise will also promote the provisions of the Human Rights Act 1998, which applies to all public authorities (such as central government departments, local authorities and NHS Trusts) and other bodies performing public functions (such as private companies operating prisons). Although the Act does not apply to private individuals, charities or companies (except where they are performing public functions), sometimes a public authority has a duty to stop people or companies abusing human rights. For example, a public authority that knows a child is being abused by its parents has a duty to protect the child from inhuman or degrading treatment.

Raise will observe as far as possible the Equality and Human Rights Commission's Codes of Practice for Employment, Equal Pay, and Services, Public Functions and Associations. In particular, Raise will protect people against direct or indirect discrimination, discrimination by disability, victimisation, or harassment as defined in the Equality Act 2010:

- Direct discrimination occurs when someone is treated less favourably than another person because:
    - they have a protected characteristic,
    - they are thought to have a protected characteristic or
    - They associate with someone who has a protected characteristic.
- Indirect discrimination occurs when a policy or practice that applies to everyone particularly disadvantages people who share a protected characteristic. Indirect discrimination under the Act is defined as follows:
    - A person (A) discriminates against another (B) if A applies to B a provision, criterion or practice which is discriminatory in relation to a relevant protected characteristic of B's.

  Indirect discrimination can only be justified if you can show that the policy or practice is a proportionate means of achieving a legitimate aim.
- Discrimination by disability: a person discriminates against a disabled person if he/she treats them unfavourably because of something arising in consequence of their disability, and this treatment cannot be justified as a proportionate means of achieving a legitimate aim.

  If you are acting as either an employer or service provider and did not know and could not reasonably have been expected to know of the disabled person's disability, then the unfavorable treatment will not amount to discrimination. However, you must do all you can reasonably be expected to do to find out if a person has a disability.

  Unlike direct and indirect discrimination, this form of discrimination does not require the use of a comparator to establish less favourable treatment.

  Raise will make all reasonable adjustments to avoid discriminating against disabled people

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- Harassment is defined in the Act as:
  'unwanted conduct related to a relevant 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' .
  The Act specifically prohibits three types of harassment:
  - Harassment related to a 'relevant protected characteristic'
  - Sexual harassment; and
  - Less favourable treatment of a service user because they submit to or reject sexual harassment related to sex or gender reassignment.
- Victimization occurs when an employer or service provider subjects a person to a detriment because the person has carried out (or you believe they have or may carry out) what is referred to as a 'protected act'.
  A protected act is any of the following:
  - bringing proceedings under the Act
  - giving evidence or information in proceedings brought under the Act;
  - doing anything which is related to the provisions of the Act;
  - making an allegation that another person has done something in breach of the Act.

Raise as an employer (of both paid and unpaid staff) will adopt working practices, which enable people to attain a quality of life, consistent with being equal members of society.

Raise requires its staff (paid or unpaid), members and lay committee members to promote equality and diversity and this policy through Raise's work and services.

Raise will take disciplinary action against any member of staff who knowingly or deliberately acts in any manner contrary to the principles of this policy.

Raise will not tolerate discriminatory practices by any staff or clients.

Raise has designated the Chief Officer as responsible for implementing and annually reviewing the policy and annually making a report to the Board.

The attached monitoring form will be used for all job applications and user surveys and form the basis of the annual report to the Board.

Raise welcomes comments, contributions and suggestions about this policy from staff, members or users.

Author:	Alan Bornat, Manager	**Date:**	**11/11/2015**
Review:	**John O'Meara, Acting CEO**	**Date:**	**April 2017**
Review:	**Emma Cook, CEO**	**Date:**	**August 2019**
Approved by:	**Trustee Board**	**Date:**	**13 August 2019**

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Date:	
Racial Origin	
Asian or Asian British ☐ Indian ☐ Pakistani ☐ Bangladeshi ☐ Asian Other (Please state if you wish) . . . . . . **Black or Black British** ☐ African ☐ Black British ☐ Caribbean ☐ Nigerian ☐ Somalian ☐ Other African ☐ Black Other (Please state if you wish) . . . . . . ☐ Prefer not to say	**Other Ethnic Group** ☐ Chinese ☐ Gypsy ☐ *Traveller ☐ Yemeni ☐ Other (Please state if you wish) . . . . . . **Mixed** ☐ White and Asian ☐ White and Black African ☐ White and Black Caribbean ☐ Mixed other (Please state if you wish) . . . . . . **White** ☐ White British ☐ White Irish ☐ Polish ☐ Slovakian ☐ Czech ☐ White Other (Please state if you wish) . . . . .
***Travellers are defined as a specific ethnic group who may belong to a variety of racial backgrounds. For this reason, if you consider yourself to be a traveller, you may also tick another category which indicates your racial background.**	

Do you consider yourself to be disabled?		
☐ Yes	☐ No	☐ Prefer not to say
Gender		
☐ Female	☐ Male	☐ Prefer not to say
Do you identify as transgender? For the purpose of this question “transgender” is defined as an individual who lives, or wants to live, in the gender opposite to that they were assigned at birth.		
☐ Yes	☐ No	☐ Prefer not to say

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Religion/Belief		
☐ Buddhist ☐ *Christian ☐ Hindu	☐ Jewish☐ Muslim ☐ Sikh	☐ No religion ☐ Any other religion or belief (Please state if you wish) . . . . . . ☐ Prefer not to Say

***include Church of England, Roman Catholic, Protestant and all other Christian denominations**

Sexual orientation		
☐ Bisexual ☐ Gay Man	☐ Gay Woman/Lesbian ☐ Heterosexual/Straight	☐ Other (Please state if you wish) . . . . . . ☐ Prefer not to Say

Age			
0 – 16 yrs ☐	17 – 25 yrs ☐	26 – 65 yrs ☐	Over 65 ☐