



ALTERNATIVE PROVISION

Dignity, Diversity and Equality Policy

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Approved by: [RAISE-AP Educational Directors](#)

Approval Signatures

*RAISE-AP
Directors*

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Introduction

Anti-discrimination and Equality Law dates back to the 1970's with the introduction of several Acts, including: The Equal Pay Act (aimed to outlaw inequalities in pay between men and women); The Race Relations Act (made discrimination on the grounds of race, ethnic origin and colour unlawful), and the Sex Discrimination Act. Since then, further protection from discrimination in employment has been added including outlawing discrimination on grounds of disability; age; religion and belief, and sexual orientation.

As a result of subsequent case law and a perceived lack of progress in Great Britain on equality generally, in order to update the law and bring together details of the existing protections into a single Act, the Equality Act 2010 was introduced. The Act offers protection from unlawful discrimination to people with 'protected characteristics'; these are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual Orientation

In addition, public sector bodies are subject to both a general equality duty and specific duties. Organisations subject to the general equality duty must consider how different people will be affected by their activities, helping them to deliver policies and services which are efficient and effective; accessible to all and which meet different people's needs.

In summary they must show they have due regard to:

- Eliminating unlawful discrimination, harassment and victimisation.
- Advancing equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Fostering good relations between people who share a protected characteristic and people who do not share it.

Responsibility and Scope

RAISE-AP Educational Directors are responsible for reviewing and updating this policy.

This policy applies to employees, students, directors, volunteers, visitors, suppliers and partner organisations (all of whom form part of the **RAISE-AP** community).

Statement

This policy outlines: the responsibilities of all staff for promoting a culture of dignity at work; and the responsibilities of all staff to behave with professionalism and integrity with regards to dignity, diversity and equality.

This policy will be reviewed and revised periodically, particularly in the light of any developments in employment legislation or good employment practice, in order to ensure their continuing relevance and effectiveness.

Definitions

Dignity at Work – This is about all members of the **RAISE-AP** community being treated with dignity and respect and preventing them being treated badly or unfairly.

Equality – Equality is about equal opportunity and about creating an inclusive society where everyone can participate and has the opportunity to fulfil their potential.

Diversity – The word diverse means “varied and different” so ‘diversity’ is about more than equality. It is about valuing variety and individual differences and creating a culture, environment and practices which respect and value differences for the benefit of society, organisations and individuals.

Types of Discrimination

Direct Discrimination – Direct discrimination occurs when someone is treated less favourably than another person because of a protected characteristic they have.

Direct Discrimination by Association – This is direct discrimination against someone because they associate with another person who possesses a protected characteristic.

Direct Discrimination by Perception – This is direct discrimination against an individual because others think they possess a particular characteristic and applies even if the person does not actually possess that characteristic.

Indirect Discrimination – This can occur when there is a condition, rule, policy or a practice that applies to everyone but particularly disadvantages people who share a protected characteristic.

Indirect discrimination can be justified if a company shows they acted reasonably and that it is a ‘proportionate means of achieving a legitimate aim’.

Harassment – This is 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.

Victimisation – This occurs when an employee is treated badly because they have made or supported a complaint or raised a grievance under the Equality Act; or because they are suspected of doing so.

An employee is not protected from victimisation if they have maliciously made or supported an untrue complaint.

Key Principles

RAISE-AP will eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity between people who share a protected characteristic and people who do not share it; and foster good relations between people who share a protected characteristic and people who do not share it. This will be achieved by:

- The provision of relevant training for all new starters and on a rolling three yearly basis for all staff thereafter.
- The utilisation of equality impact assessment in the development of **RAISE-AP** policy, procedure and practice.
- Providing flexible working arrangements, where business needs allow and family-friendly policies.
- Promote an inclusive ethos through positive action measures allowed by the Equality Act to rectify disadvantages or under-representation.
- Partners, contractors and employers’ responsibilities for equality and diversity forms part of contracts/handbooks; and
- Provide an informal and formal mechanism for staff and students who believe that they have been unlawfully discriminated against, harassed, victimised or bullied to raise their concerns

RAISE-AP requires all members of the **RAISE-AP** community to treat each other with respect, courtesy, dignity and consideration at all times, in keeping with the principles and spirit of this policy and the **RAISE-AP** values.

Raise Values

Our **RAISE-AP values** (Resolve, Attitude, Invest, Social Skills and Education) are key in everything we do, specifically with attitudes (modelling and expectations), invest (tailoring setup for our young people) social skills (becoming part of a community) which are linked to our Dignity, Diversity and Equality policy.
