



CITY HEALTH CARE PARTNERSHIP FOUNDATION

EQUALITY & DIVERSITY POLICY

1 INTRODUCTION

The Equality Act 2010 came into effect on 1 October 2010. The Act harmonises and replaces previous legislation such as the (Race Relations Act 1976 and the Disability Discrimination Act 1995).

The Equality Act covers the same groups that were protected by existing equality legislation and extends some protections to characters that were not previously covered.

The protected characters under the Equality Act 2010 are:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

City Health Care Partnership Foundation's (CHCPF) opposes all forms of unlawful discrimination and will take any necessary action where it is evident that any discrimination has occurred.

2 SCOPE OF POLICY

The policy applies to all activities of the City Health Care Partnership Foundation.

3 AIMS AND OBJECTIVES

The purpose of this document is to provide guidance on the minimum standards of behaviour expected of all members in relation to Equality issues and outlines what is expected from CHCPF.

This policy outlines the commitment to promote equality within the charity. The policy will set out CHCPF's commitment to maintaining a pro-diverse and anti-discriminatory workforce and the charities aim to deliver equality and fairness to all members.

The policy outlines CHCPF's intention in meeting legislative requirement regarding equality in line with the Equality Act 2010.

The charity aims to design and implement services, policies and measures that meet the diverse needs of our service, population and workforce, ensuring that none are placed at a disadvantage over others.

CHCPF is committed to:

- Eliminating discrimination and promoting equality and diversity in its policies, procedures and guidelines, and
- Designing and implementing services, policies and measures that meet the diverse needs of its population and workforce, ensuring that no individual or group is disadvantaged.

4 ROLES AND RESPONSIBILITIES

The Trustees are accountable for the implementation of this Policy and are responsible for promoting an open and inclusive charity with fair practices to encourage positive and responsible attitudes of all members.

The Trustees will provide appropriate advice and support in a fair, equitable and consistent manner.

4.1 Avoiding Discrimination

CHCPF does not accept any form of discrimination against any member and is committed to investigating and resolving any complaint of discrimination, harassment or victimisation.

CHCPF is committed to investigating and resolving all complaints under this policy in line with best practice.

4.2 Handling Complaints of Discrimination

Unlawful discrimination in any form will not be tolerated by the charity and action will be taken where discrimination has occurred. As a result:-

- Members who are found to be involved in unlawful discriminatory activities or practices in relation to their duties are liable to face disciplinary proceedings.
- The charity is committed to ensuring that complaints in all cases will be treated sensitively, confidentially, thoroughly and swiftly. All members who have suffered unlawful discrimination can expect support from CHCPF.
- An individual who is not a member of CHCPF who considers they have been unlawfully discriminated against by a member may make a formal complaint.

5 APPROVAL

Approval of this policy will be agreed by the Board of Trustees.

6 DISSEMINATION, IMPLEMENTATION AND ACCESS

This policy will be available for members to access on the CHCP Foundation website.

All new members to CHCPF will be advised of relevant policies.

7 REVIEW

This policy will be reviewed within two years of the date of implementation.