

Sanctus St Marks

POLICY

Equality, Diversity and Inclusion Policy



Date: April 2017

Scheduled review: April 2018

Lead contact(s)

Sally Smith

Applies to:

All directors, staff and volunteers.

Values and Aims

All staff and volunteers at Sanctus are entitled to equality of rights and opportunities and have the same responsibility to respect and treat people with dignity regardless of their differences.

Sanctus will respect and seek to utilise to their full potential, the diverse skills, talents and experiences of all its staff and volunteers in the development of this policy.

The overall purpose of this policy is to identify and establish key equality and diversity principles, structures and monitoring arrangements for Sanctus. It aims to ensure that Sanctus meets its legal duties in relation to:

Race
Disability
Age

Gender
Religion & belief
Sexual orientation

Maternity & pregnancy
Gender reassignment
Marriage & civil partnerships

Sanctus seeks to draw direction and inspiration from the diversity of the communities it seeks to serve.

Legislation – The Equality Act 2010

Underpinning this policy is The Equality Act 2010 and the Public Sector Equality Duty from 5 April 2011. The Act establishes nine protected characteristics, on the grounds of which it is unlawful to discriminate against a person. These are:

- Age (all ages and groups)
- Disability (physical and mental impairments)
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief

- Gender
- Sexual orientation

The Equality Duty requires 'due regard' to the need to:

- Eliminate unlawful discrimination
- Advance equality of opportunity between people who share a protected characteristic and those who do not; and
- Foster good relations between people who share a protected characteristic and those who do not.

Monitoring Staff and Volunteer Data

Sanctus will collect and evaluate data to assist in evaluating its performance, this will include;

For staff

- Category of work
- Job applications
- Job appointments
- Types of contract
- Training and staff development
- Disciplinary, grievance and capability proceedings
- Satisfaction survey

For volunteers

- Category of work
- Job applications
- Job appointments
- Training and development applications, attendance and outcomes
- Disciplinary. Grievance and capability proceedings
- Satisfaction survey

All of the above will inform the annual evaluation of Sanctus activity, and the results will be presented at the AGM and will inform the future direction of the organisation's activity. All data will be captured in line with Data Protection Act requirements and will inform future Action Plans, target setting and the development needs of staff and volunteers.

The outcome of the annual monitoring exercise will be provided in reports to funding partners where required.

I confirm that I will abide by the Equality, Diversity and Inclusion Policy in the course of my role and I undertake to abide by the Regulations.

Signed Date