

Equality and Diversity Policy for Men Only IOW

Introduction:

Men Only IOW (The Hub) are committed to encouraging equality, diversity and inclusion among our service users, volunteers and staff (team) and eliminating unlawful discrimination.

The aim is to be truly representative of all sections of society, community and our team, and for each person to feel respected and to enjoy giving their best.

The Hub is committed against unlawful discrimination of service users, its team or the public within its duty to provide its service.

Our policy's purpose

This policy's purpose is to:

1. Provide equality, fairness and respect for all in our team, whether temporary, part-time or full-time
2. Not unlawfully discriminate because of articles within the Equality Act 2010 protected characteristics of:
 - age
 - disability
 - gender reassignment
 - marriage or civil partnership
 - pregnancy and maternity
 - race (including colour, nationality, and ethnic or national origin)
 - religion or belief
 - sex
 - sexual orientation
3. Oppose and avoid all forms of unlawful discriminations that include:
 - terms and conditions of team
 - dealing with grievances and discipline
 - dismissal
 - redundancy
 - leave for parents
 - requests for flexible working
 - selection for team, promotion, training or other developmental opportunities

Our commitments:

1. Encourage equality, diversity, and inclusion in the Hub as they are good practices.
2. Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all. We maintain an environment where all service users and team individual differences and contributions are recognised and valued.

This commitment includes training and ensuring the team are clear about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include staff conducting themselves to help the Hub provide equal opportunities within our team and prevent bullying, harassment, victimisation and unlawful discrimination.

New team members will receive a copy of the policies before commencing duties. Men Only take responsibility to ensure that the team understands that they and the Men Only Hub can be held liable for acts of bullying, harassment, victimisation, and unlawful discrimination.

These policies apply in their duties as Men Only team members against fellow team members, service users, and the public.

3. Take complaints of bullying, harassment, victimisation, and unlawful discrimination by fellow employees, service users, suppliers, visitors, the public, and others in the course of their Men Only Hub work activities.

Such acts will be dealt with as misconduct under Men Only's grievance and disciplinary procedures, and appropriate action will be taken. Severe complaints could amount to gross misconduct and lead to dismissal without notice.

Further, sexual harassment may amount to volunteer rights and criminal matters, such as sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 is a criminal offence, which is not limited to circumstances where harassment relates to a protected characteristic.

4. Make opportunities for training, development and progress available to all team members, who will be helped and encouraged to develop their full potential
5. Make decisions concerning team members based on merit (apart from any necessary and limited exemptions and exceptions allowed under the Equality Act).
6. Review team practices and procedures when necessary to ensure fairness and update them and the policy to take account of changes in the law.
7. Monitor the team's make-up regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and

inclusion, and in meeting the aims and commitments set out in the equality diversity and inclusion policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and addressing any issues.

Agreement to follow this policy:

The equality, diversity and inclusion policy is fully supported by senior management and has been agreed, in principle, with employee representatives

Our disciplinary and grievance procedures:

Details of Men Only's grievance and disciplinary policies and procedures are available. This policy includes how a team member should raise a grievance – usually the management team.

Use of Men Only's grievance or disciplinary procedures does not affect an employee's right to claim a tribunal within three months of the alleged discrimination.