

The Carbon Community: Equality and Diversity Policy

The Carbon Community accepts that in society certain groups or individuals are denied equality on the grounds of race, gender, marital status, caring responsibilities, disability, age, social class, sexual orientation and religion/belief or any other factor irrelevant to the purpose in view.

We welcome the statutory requirements laid down in:

- the Equal Pay Act 1970;
- the Rehabilitation of Offenders Act 1974;
- the Sex Discrimination Act 1975;
- the Race Relations Act 1976 and the Race Relations Amendment Act Feb 2000;
- the NHS Community Care Act 1990;
- the Disability Discrimination Act 1995;
- the Asylum & Immigration Act 1996;
- the Human Rights Act Nov 1998;
- the Employment (Religion or Belief) and (Sexual Orientation) Regulations 2003.

We recognise that we have moral and social responsibilities that go beyond the provisions of the above-mentioned Acts and Regulations, and that we should support and contribute to the wider process of change through all aspects of our work and practices in order to eliminate discrimination and promote equality and diversity.

We are committed to taking positive steps to ensure that:

- all people are treated with dignity and respect, valuing the diversity of all;
- equality of opportunity and diversity is promoted;
- services are accessible, appropriate and delivered fairly to all;
- the mix of our employees, volunteers and management reflects, as far as possible, the broad mix of the population;

OUR COMMITMENTS

- To create an environment in which individual differences and the contributions of all team members are recognised and valued.
- To create a working environment that promotes dignity and respect for every employee.
- Not to tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.
- To promote equality in the workplace, which The Carbon Community believes is good management practice and makes sound business sense.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- To encourage employees and volunteers to treat everyone with dignity and respect.

- To regularly review all our employment practices and procedures so that fairness is maintained at all times.

The Carbon Community will inform all employees and job applicants that:

- An Equality and Diversity policy is in operation and that they are obligated to comply with its requirements and promote fairness in the workplace. The policy will also be drawn to the attention of funding agencies, stakeholders, volunteers and learners.
- Our equality and diversity policy is fully supported by the Trustees
- Our policy will be monitored and reviewed annually to ensure that equality and diversity is continually promoted in the workplace.

Date of Document: 09 March 2020

Status: Approved

Date next due for review: 31 December 2020