



Growing Hope |
Registered charity 1176358

Growing Hope, KXC, 237 Pentonville Road,
London, N1 9NG | 07496 528506
info@growinghope.org.uk

Equality, Diversity and Inclusion Policy

Policy statement

Growing Hope places strong value on inclusion and wants to see all people, regardless of their disability, gender, race or religion know the value that they have and their place in community. We want to see every individual that we come in contact with – staff member, volunteer and family – in the way that we believe God sees them. As a Christian charity we believe Jesus brings hope in everyone's lives and loves and values every individual. As Growing Hope we therefore want to practice our values in the way that we practice equality, diversity and inclusion as an organisation.

Growing Hope is committed to ensuring, within the framework of the law, that our workplaces are free from unlawful or unfair discrimination on the grounds of disability, race, sex, pregnancy or maternity, gender reassignment, sexual orientation, age, married or civil partnership status, religious or other similar philosophical belief (Protected Characteristics). Growing Hope observes, as far as practicable the Codes of Practice published by the Equality & Human Rights Commission, and the Equality Act 2010.

All volunteers, trustees and employees have an Occupational Requirement to be a Christian, as permitted under Schedule 9, Part 1, of the Equality Act 2010 which reflects the Growing Hope charity constitutions as a charity motivated by our faith. Aside from this occupational requirement, in implementing our policy all departments and service areas will ensure that:

- No employee is treated less favourably than any other on any grounds other than their ability or potential to perform their roles satisfactorily.
- Unfair and discriminatory action is avoided at all times.
- We encourage a diverse organisation in which all individuals may contribute as fully as possible.
- Employees are deterred from participating in harassment or discriminatory behaviour.
- We demonstrate to all staff that they can rely upon the company's support in cases of harassment or discrimination at work.
- Our services are welcoming and open to all members of the community (regardless of their faith and religious background).
- Our services meet the needs of the children, young people and families whom we serve by ensuring we consult them wherever practicable in the spirit of partnership.
- Where possible our workforce reflects the diverse communities we serve.
- We consider the needs of diverse communities and develop appropriate methods to communicate with them.
- We are aware of local demographic profiles and respond accordingly to ensure we remain accessible by accommodating the requirements of others in compliance with this policy.

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- Our offices and services are made accessible.
- Appropriate training is delivered to Growing Hope staff so that we have the necessary knowledge and skills to implement the policy.
- Action is taken, as required, to deal with non-compliance with the policy.
- We evaluate our policies, services and functions through consultation and rectify any adverse impact on any group.
- We offer support which reflects the needs of each individual taking into account the cultural needs of all clients.
- We use a model for our clinic services so that everyone has the opportunity to access an equal level of support.
- We ensure that our services/activities are promoted within our catchment area and that everyone within these communities are encouraged to attend or assist accordingly.
- We aim to review and develop the services we provide to our stakeholders and service users.

Definitions

Types of Discrimination

Direct discrimination occurs where someone is treated less favourably than another person because of a Protected Characteristic.

For example not employing an individual because of their age, race, colour, nationality, ethnic or national origins), disability, sexual orientation, religion or belief.

Indirect discrimination occurs where an individual's employment is subject to an unjustified provision criterion or practice which e.g. one sex or race or nationality or age group finds more difficult to meet, although on the face of it the provision, criterion or practice is 'neutral'.

Associative discrimination or discrimination by association – direct discrimination against someone because they associate with another person who possesses a Protected Characteristic.

Discrimination by perception – direct discrimination against someone because it is thought that they possess a particular Protected Characteristic even if they do not actually possess it.

Harassment – 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. You may complain of such offensive behaviour even if it is not directed towards you personally.



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Victimisation – when an employee is treated less favourably because they have made or supported a complaint or raised a grievance under the Equality Act 2010 or are suspected of doing so.

Unconscious bias - This occurs when people favour others who look like them and/or share their values. For example a person may be drawn to someone with a similar educational background, from the same area, or who is the same colour or ethnicity as them.

Forms of Discrimination

Race Discrimination

The Equality Act 2010 makes it unlawful to discriminate against a person, directly or indirectly, in the field of employment on the grounds of race, colour, nationality, ethnic or national origins.

The Equality Act 2010 makes post termination race discrimination and harassment unlawful.

Sex Discrimination

The Equality Act 2010 makes it unlawful to discriminate against a person directly or indirectly on the grounds of sex (male or female) or marital status except as provided for in the Act.

Disability Discrimination

The Equality Act 2010 makes it unlawful for employers to discriminate against disabled employees.

The Act defines disability as a physical or mental impairment which has a substantial and long term (that is lasting or likely to last at least 12 months) adverse effect on a person's ability to carry out normal day-to-day activities.

Age Discrimination

The Equality Act 2010 makes it unlawful to discriminate against a person directly or indirectly on the grounds of their age except as provided for in the Act.

An act of discrimination committed after the working relationship has come to an end will be unlawful if it would have been unlawful during the course of the working relationship.

Equal Pay

The Equality Act 2010 gives an individual a right to the same contractual pay and benefits as a person of the opposite sex in the same employment, where the man and the woman are doing:

- Like work; or

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- Work rated as equivalent under an analytical job evaluation study; or
- Work that is proved to be of equal value

Rehabilitation of Offenders

The Rehabilitation of Offenders Act 1974 enables some criminal convictions to become 'spent' or ignored, after a 'rehabilitation period'. For further information see DBS Checks procedure.

Sexual Orientation Discrimination

The Equality Act 2010 prohibits direct or indirect sexual orientation discrimination and defines sexual orientation as orientation towards persons of the same sex, persons of the opposite sex or persons of the same and opposite sex, except as provided for in the Act.

An act of discrimination committed after the working relationship has come to an end will be unlawful if it would have been unlawful during the course of the working relationship.

Religion or Belief Discrimination

The Equality Act 2010 prohibits direct and indirect discrimination against a person on the grounds of religion, religious belief, perceived religion or religious belief or similar philosophical belief, except as provided for in the Act.

Procedure

This procedure applies to all aspects of Growing Hope's working practices including the recruitment and selection of staff, Terms and Conditions of Employment, training, salary, benefits, work allocation, promotion, disciplinary and grievance procedures.

Induction training to all staff includes online diversity awareness training to ensure rapid familiarisation with the wider context in which this procedure exists.

Growing Hope will make all reasonable adjustments to working conditions and/or to the physical working environment to help overcome the practical effects of a disability.

Acts of discrimination on the grounds of age, race, colour, nationality, ethnic origin, married or civil partnership status, sex, gender reassignment, disability, sexual orientation, religion or belief, pregnancy or maternity will be considered disciplinary matters and, in a serious instance, may result in summary dismissal. (Employees should refer to our Bullying and Harassment, Whistleblowing and Disciplinary policy and procedure).

Partners & Third Party Organisations

We require that those with whom we work in partnership or who supply us with services have a firm commitment to Equality and Diversity and can demonstrate this.

Where services are sub-contracted we require sub-contractors to have written policies in keeping with our policy and legal frameworks.

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This policy should be read in conjunction with other Growing Hope policies.