



IMPACTFUL GOVERNANCE  
Community Interest Company

“Creating sustainability by imbuing independence and strength into community organisations; supporting effective and efficient services.”

## **Diversity, Equality and Inclusion Policy**

Impactful Governance - Community Interest Company actively encourages equal treatment, diversity and inclusion processes within our recruitment, workforce and customers, challenging discrimination and making adjustments where possible.

The aim is for our workforce to be inclusive in working practices, of all sections of society and for each employee and client to feel respected.

The organisation is also committed against unlawful discrimination.

### **The policy's purpose is to:**

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

### **The organisation commits to:**

- Encourage equality, diversity and inclusive thinking into the workplace or work environment as good practice and make social, ethical and business sense.
- Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

This commitment includes everyone reminding all employees and volunteers about their rights and responsibilities under the Equality, Diversity and Inclusion Policy. Responsibilities include staff and volunteers conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, service users, suppliers, visitors, the public and any others in the course of the organisation's work activities.

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and any appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

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

- Make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
- Decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
- Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

#### **Staff and volunteers commit to:**

- Understand that they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public.

This Diversity, Equality & Inclusion Policy is fully supported by management and the Directors.

Details of the organisation's grievance and disciplinary policies and procedures can be found on our website. This includes with whom an employee should raise a grievance – usually their line manager.

Use of the organisation's grievance and/or disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.

Staff are often faced with situations which challenge them. It is important to work within the law while acknowledging individual rights. There are Six Acts of Parliament that are directly relevant to sexual behaviour:

1. Mental Health Act (1983)
2. Sexual Offences Act (1985)
3. Human Rights Act (1998)
4. Sexual Offences Act (2003)
5. Mental Capacity Act (2005)
6. Equality Act (2010) and the Amendment Order 2012

## **SRE in schools (2019)**

The Department for Education introduced compulsory Relationships Education for primary pupils from February 2019 and Relationships and Sex Education (RSE) for secondary pupils from September 2020. Also, from September 2020 it will be compulsory for all schools to teach Health Education.

Resources available for Learning Disabilities from Times Educational (TES):

<https://www.tes.com/teaching-resources/blog/sre-students-learning-difficulties>

## **Sexuality**

Sexuality is not the physical act of sex. Sexuality is about sexual feelings, thoughts, attractions and behaviours towards other people. Finding each other physically, sexually or emotionally attractive are a part of individual sexuality.

Sexuality is diverse and personal, and it is an important part of who a person is.

Discrimination on the grounds of Sexuality is unacceptable. Any discrimination issues must be brought to the attention of the Customer Service Director.

This guidance relates to:

- gender identity – the sense that we are male or female or not aligned with either gender.
- sexual orientation, including heterosexual, homosexual and bisexual.
- personal dress, body image, personal grooming and sexual expression.

## **LGBTi+**

LGBTi+ describes the lesbian, gay, bisexual, and transgender community. The first three letters (LGB) refer to sexual orientation. The 'T' refers to Transgender identity. The 'i' stands for intersex, these are people born with undetermined or both sets of genitals. The '+' stands for other spectrum of sexuality or gender identities, such as non-binary and Trans-sexual.

Impactful Governance has a Legal Duty to enable equality, diversity and human rights in our service, including for our staff, clients and volunteers. We promote LGBTi+ inclusive practices. LGBTi+ people need to be proactively supported by staff who understand the need to adequately balance risk and responsibility toward the individual concerned. This will help LGBTi+ people to form and maintain personal, loving, intimate and sexual relationships as well as express creativity and feel safe.

Everyone, including those with a learning disability, has different ways of expressing their sexuality; and this is part of their personality. Most people with learning disabilities develop physically within the parameters generally exhibited in the population at large, but in some cases their emotional and social development may be slower.

## **Cultural, religious or non-religious backgrounds**

When considering a person's cultural and religious background, we understand that culture is not fixed; assumptions about a person's cultural, religious and ethnic background are not used when planning or providing projects.

## Discrimination

Discrimination can be either direct or indirect.

Direct discrimination is when an individual is treated less favourably, based on a protected characteristic, such as disability, race, gender etc.

Indirect discrimination is when there is a particular disadvantage for a particular group of people because requirements are applied – for example to a job or a service – or policies or practices adopted which cannot be justified as fair and reasonable.

Harassment is an act of discrimination, which is unwanted conduct by one person, or a group, which violates the dignity of another person, or group, or creates an intimidating, hostile, degrading, humiliating or offensive environment for them. Harassment might be perceived by a third party and pursued using the channels available.

This policy and the consequential procedures have been adopted by:  
"Impactful Governance - Community Interest Company" (the organisation) by its Director.

Policy first adopted 1-8-17  
Next Review date 31-7-21

Signed as read and understood.....  
PRINT NAME IN CAPITALS. .

**Please sign and rerun a copy of this policy by email or post to:**

Impactful Governance - Community Interest Company. Attn: Andrew Waite (Chief Executive)  
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