



Equality & Diversity Policy

Policy Reviewed: September 2023 - C Monaghan

Scope

This policy applies to all Dare2Dream Foundation employees and is non-contractual and without prejudice to your statutory rights.

The Dare2Dream Foundation recognises that discrimination is completely intolerable and that it is our responsibility to ensure that the principles of equality of opportunity are always followed. It is in the interest of The Dare2Dream Foundation and its employees to utilise the skills of everyone involved in the organisation.

Whilst it is our responsibility to ensure that all principles mentioned within this policy are followed properly, the attitudes and compliance of our staff is also crucial to the successful operation of this policy.

Equality Statement

Legal Duties

At the Dare2Dream Foundation, we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination
- advance equality of opportunity
- foster good relations

We understand the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity. A protected characteristic under the act covers the groups listed below:

- age (for employees not for service provision)
- disability
- ethnicity
- gender.
- gender reassignment
- maternity and pregnancy
- religion and belief, and
- sexual identity
- Marriage and Civil Partnership (for employees).

Recruitment

We follow the above principles when recruiting staff at the organisation. We do not discriminate to the above groups. We offer a fair and inclusive interview process. Our interview process is fair and equitable scoring against the person specification.

Safer recruitment processes are followed by staff who have completed Safer recruitment training.

Core Statements

In fulfilling our legal obligations, we will be guided by seven core statements:

- Statement 1: All learners are of equal value.
- Statement 2: We recognise, welcome and respect diversity.
- Statement 3: We foster positive attitudes and relationships, and a shared sense of belonging.
- Statement 4: We observe good equalities practice, including staff recruitment, retention and development.
- Statement 5: We aim to reduce and remove existing inequalities and barriers.
- Statement 6: We consult and involve widely.
- Statement 7: We strive to ensure that society will benefit.

Addressing Prejudice Related Incidents

D2D is opposed to all forms of prejudice, and we recognise that children and young people who experience any form of prejudice related discrimination may fare less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur, we will address them immediately. We will continue with our existing practice that all incidents of prejudice related discrimination will be reported to the Lead Safeguarding Officer.

Discrimination

It is important as part of this policy that all members of The Dare2Dream Foundation understand what is considered as discrimination and the various forms that it can occur in:

- **direct discrimination** – This occurs when one employee or member is treated less favourably than another would be treated in the same circumstances, on the grounds mentioned previously
- **indirect discrimination** – This happens when a job requirement or condition is applied equally to all but it has a detrimental effect on one group in society, as it is difficult for that group to comply with it (e.g. because of their religion)
- **victimisation** – This occurs when a person is treated less favourably than others because they have taken action under one of the above regulations/acts
- **harassment** – This can be described as unwanted behaviour that either violates a person's dignity or creates a threatening, unfriendly and humiliating environment for the person. It can occur through verbal or physical contact.

Any form of discrimination, harassment or victimisation, as described above is considered as serious misconduct and any employee who discriminates against, harasses or victimises any other person will be liable to appropriate disciplinary action.

Dealing with discrimination

In order to protect an individual's rights under this policy, an employee who feels that they have suffered from unfair treatment, which is covered within this policy has the right to pursue a complaint concerning discrimination, harassment or victimisation via the grievance procedures, as these issues are treated as disciplinary offences.

The appropriate disciplinary action will be taken against any employee who violates this policy. Any individual may report a grievance, however it is important that it is truthful and not made up, as the employee be penalised as a result. As with most grievance procedures, the point of appeal is The Dare2Dream Foundation's Directors.