

AUTANGEL EQUALITY & DIVERSITY POLICY

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Policy Statement

AutAngel CIC is committed to encouraging diversity and eliminating discrimination in both its role as an employer and contractor of services, and as a provider of services. AutAngel CIC aims to create a culture that respects and values each others' differences, that promotes dignity, equality and diversity, and that encourages individuals to develop and maximise their true potential. We are a peer led autistic organisation – given this we are committed to achieving and maintaining a diverse workforce that broadly reflects the local community in which we operate.

Purpose

The purpose of this policy is to provide equality and fairness for all in our employment and in the provision of services and not to discriminate on the grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age.

AutAngel CIC opposes all forms of unlawful and unfair discrimination.

All service users, contractors, employees, directors and volunteers, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training, volunteering or any other benefit will be on the basis of appropriateness.

Principles

AutAngel CIC's commitment to Equality and Diversity is:

- To create an environment in which individual differences and the contributions of all our service users, contractors, employees, directors and volunteers are recognised and valued.
- To create a working environment that promotes dignity and respect for all. No form of intimidation, bullying or harassment will be tolerated.
- To regularly review all contracting, employment and volunteering practices and procedures to ensure that no job applicants, staff, trustees or volunteers are treated less favourably than others.
- To regularly review services to ensure they are accessible and appropriate to all groups within society.

- To treat breaches of the equality policy seriously and to take disciplinary action when required.
- To provide information to all contractors, employees, directors and volunteers so that they are fully aware of the issues relating to Equality and Diversity and their responsibilities relating to it.
- To develop an Equality Action plan, to ensure our Equality and Diversity policy is fully implemented.
- To monitor and review the policy regularly.

Procedures

Positive action

AutAngel CIC will act positively in using the Equality and Diversity Policy as a means of making public its commitment to provide equal opportunities to all present and future contractors, employees, trustees and volunteers.

Any form of discrimination is treated very seriously and where appropriate will be dealt with using the Disciplinary Procedure.

AutAngel CIC aims to ensure that the board reflects the diversity of the population it serves.

Positive Discrimination

Positive discrimination is illegal and the recruitment of 'quotas' of particular groups is also illegal. Discrimination in selection to achieve or secure a balance of persons of different racial groups is also not allowed under the Equality Act 2010.

There is an exception, however, which may be appropriate for certain posts in AutAngel CIC. Where a genuine occupational requirement is necessary or desirable for a particular group, the Equality Act 2010 allows these exceptions.

Procedures

AutAngel CIC will take seriously any complaints of discrimination and will not victimise people who make such complaints.

Bullying and Harassment

AutAngel CIC upholds the right of all employees, contractors and volunteers to be treated with respect and dignity and to work in an atmosphere free of bullying and harassment.

All employees, contractors and volunteers are responsible for ensuring that their own behaviour is sensitive to others and for ensuring that they do not condone or support the bullying or harassment of others.

All complaints of bullying and harassment will be treated seriously and should be raised with a Director. All complaints will be investigated and dealt with according to our Complaints Procedure.

Service Provision

AutAngel CIC will endeavour to ensure that its services to and for service users are sensitive and appropriate to respond to the needs of all groups, whenever practical, i.e. taking account of the needs of minority groups.

AutAngel CIC will work with others to ensure that the diversity of the population is recognised and celebrated.

Responsibility

Everyone working for AutAngel is responsible to support the organisation to meet its commitment and avoid unlawful discrimination. If anyone believes that they have been discriminated against they should report this to a director. We take any complaint seriously and you no-one will be penalised for raising a grievance, even if the grievance is not upheld, unless the complaint is both untrue and made in bad faith.