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## Equality & Diversity Policy

Independence Project and Staff are committed to promoting equality and diversity as well as promoting a culture which actively values difference.

Independence Project is committed to ensuring that members of staff, volunteers, service users and all vacancy applicants, are treated fairly in an environment where there is no form of discrimination. This is in line with the 9 protected characteristics as outlined in the 2010 Equality Act, which are:

Age, Disability, Gender Reassignment, Marriage & Civil Partnership, Pregnancy & Maternity, Race (including colour, nationality and ethnic origins), Religion and/or belief, Sex and Sexual Orientation.

It is also Independence Projects aim to ensure that staff and volunteers are working in an environment which is free from discrimination with regard to Caring responsibilities and Part Time Employment.

Independence Project will not tolerate behaviour, attitudes or processes that amount to discrimination (direct, associative or perceived). This includes harassment, victimisation and bullying through prejudice, ignorance, thoughtlessness and stereotyping. This applies to trustees, staff, volunteers, service users and visitors.

Independence Project aims to guide staff through correct practice and expectations through In House Training days. Management training on Recruitment focusses heavily on Equality and staff ensure that best practices are followed and kept current.

Any acts of Discrimination will be dealt with in line with our disciplinary procedures if concerns are raised against a trustee, staff member or volunteer.

Any acts of discrimination that are witnessed coming from a visitor, service user or a service users family member or carer, will be followed up immediately with Independence Project staff working closely with the party concerned to assist and resolve issues at the appropriate level.

**Reviewed Nov 2019**

