



01. Equality and Diversity Policy		Effective from	March 2021
Last reviewed	February 2021	Approved by BoT	March 2021
Reviewed by	Lucy Sharpe	Next review	February 2024

01: Equality and Diversity Policy

INTRODUCTION

Playskill is committed to achieving equality of opportunity for its staff and the users of its services, both in terms of entry to employment and services and subsequent treatment.

This commitment goes beyond an undertaking not to discriminate on grounds of race, 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. It is a real commitment to work towards good practice in all aspects of Playskill's activities.

Playskill opposes and avoids 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.

OBJECTIVE(s)

Playskill will be compliant with all current Equality and Discrimination law and relevant Government guidelines.

RESPONSIBILITIES

Director of Playskill:

- It is the responsibility of the Director of Playskill to ensure that this Policy is implemented.

All Playskill employees and volunteers:

- It is the responsibility of all Playskill employees and volunteers, including Trustees to follow the principles described in this Policy when representing Playskill in either physical or remote operation

IMPLEMENTATION

Recruitment, selection and promotion:

Playskill will have clear and consistent procedures for advertising, short-listing, interviewing, making job offers, training and development with the aims of achieving good practice, which guard against discrimination and encourage recruitment of all groups specified in the legislation. The success of this policy will be monitored by the Playskill team leads responsibly

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for recruitment including staff, volunteers and trustees. Staff, volunteers and trust will be treated equally whether engaged in temporary, full time or part time work.

Complaints

Playskill will take complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, users, suppliers, visitors, the public and any others in the course of Playskill's activities seriously. Any complaints will be fully investigated in accordance with the Playskill Complaints and Grievance policies.

Monitoring

Playskill will monitor the make-up of the workforce to encourage equality and diversity. This will be completed on a yearly basis.

Data will be collected about the diversity of the users of our services to enable Playskill to consider if we serving all sections of the population.

Equality Training

Awareness training will be provided to all staff as part of their induction to ensure that they are familiar with this policy.

Staff training and development

Playskill will make opportunities for training, supervision, development and progress available to all staff to develop their full potential and maximise the efficiency of the organisation. The training policy should be read in conjunction with this policy.

Recruitment concerning staff will be based on applicants having the required skills and experience (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

Updates

Playskill will review this policy, employment practices and procedures when necessary to ensure fairness and to take account any changes in the law.

CHANGES FROM PREVIOUS VERSION

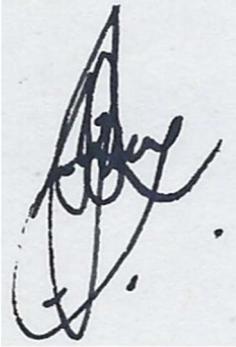
Section	Change	Reason for Change
All sections	Updated format and wording	Changes to reflect new Policy template

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APPROVAL

Policy prepared by: Lucy Sharpe, Trustee
Approval required by : Board of Trustees

Signed on behalf of Board of Trustees

A handwritten signature in black ink, appearing to read 'Stuart Soloway', written over a light grey rectangular background.

Signed:

Name: Stuart Soloway, Chair of Board of Trustees
Date: 8.3.2021

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APPENDIX 1

The following acts and regulations now come under the umbrella of and have been superseded by the Equality Act, 2010.

The Law

Below are brief explanations of the laws and regulations on equalities.

Sex Discrimination Act, 1976

Under the Sex Discrimination Act, 1976 (SDA), it is unlawful for employers to discriminate on the grounds of sex or marriage.

There are three types of discrimination:

- **Direct discrimination** where a woman is treated less favourably than a man or vice versa or a married person is treated less favourably than a single person, e.g. dismissal of a pregnant woman, may amount to sex discrimination.
- **Indirect discrimination** where a man or woman cannot comply with an unjustifiable requirement that on the face of it applies equally to men and women (or to married and single people), but in practice, can only be met by a smaller proportion of one sex (or by a smaller proportion of married people compared to single people).
For example a requirement that applicants must be six feet tall could be met by significantly fewer women than men.
- **Victimisation** of someone who has made a complaint under the Act or under the Equal Pay Act, 1970.

The Employment Equality (Sexual Orientation) Regulations 2003

These regulations outlaw discrimination in employment and vocational training on grounds of sexual orientation. This law means that it is unlawful to deny lesbian, gay and bisexual people jobs because of prejudice. It enables individuals to take prompt and effective action to tackle harassment, and also enables people to have an equal chance of training and promotion, whatever their sexual orientation.

This law provides protection throughout the employment relationship – during the recruitment process, in the workplace, on dismissal and in certain circumstances after the employment has finished. It applies to terms and conditions, pay, promotion, transfers, training and dismissals.

Race Relations Act, 1976

Under the Race Relations Act, 1976 (RRA), direct and indirect discrimination and victimisation are unlawful on the ground of colour, race, nationality (including citizenship), ethnic or national origins.

The clauses are broadly similar to those of the SDA.

Employment Equality (Religion or Belief) Regulations 2003

These regulations outlaw discrimination and harassment on the grounds of religion or belief in all workplaces in both private and public sectors. They cover all aspects of the employment relationship including recruitment, pay, working conditions, training, promotion, dismissal and references.

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These regulations enable individuals to take prompt and effective action to tackle harassment, and also enables people to have an equal chance of training and promotion, whatever their religion or belief.

The Disability Discrimination Act, 1995 (DDA)

The Disability Discrimination Act, 1995 (DDA), makes it unlawful for employers to treat a disabled person less favourably because of a reason relating to their disability, when applying for or during employment without a justifiable reason.

Disability is defined under the Act as a physical or mental impairment that has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities. Employers must also make a reasonable adjustment to working conditions or the workplace where that would help to accommodate a particular disabled person.

Employment Equality (Age) Regulations 2006

These regulations apply to all employers, private and public sector vocational training providers, trade unions, professional organisations, employer organisations and trustees and managers of occupational pension schemes. In this context an employer is anyone who has employees or who enters into a contract with a person for them to do work. The regulations cover recruitment, terms and conditions, promotions, transfers, dismissal and training.

The regulations make it unlawful on the grounds of age to:

- Discriminate directly against anyone – that is, to treat them less favourably than others because of their age – unless objectively justified.
- Discriminate indirectly against anyone – that is, to apply a criterion, provision or practice, which disadvantages people of a particular age unless it can be objectively justified.
- Subject someone to harassment.
- Victimise someone because they have made or intend to make a complaint or allegation or have given or intend to give evidence in relation to a complaint of discrimination on grounds of age.
- Discriminate against someone, in certain circumstances, after the working relationship has ended.

Upper age limits on unfair dismissal and redundancy are to be removed.

There will be a national default retirement age of 65, making compulsory retirement below 65 unlawful unless objectively justified.

Employees will have the right to request to work beyond 65 or any other retirement age set by an organisation. The employer has the duty to consider such requests.

Employers could be responsible for the acts of employees who discriminate on the grounds of age.

Equal Pay Act, 1970

The Equal Pay Act, 1970, as amended by the SDA 1975 and 1986, provides that a woman has the right to treatment equal to that given to a man where the woman is employed:

- On work of the same or broadly similar nature to that of a man.
- In a job which, although different from that of a man, has been given an equal value to the man's job under a job evaluation scheme

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The Act also gives a man the same rights to equal treatment as a woman.

The Equal Pay (amendment) Regulations 1983 provide for a woman (or a man) to seek equal pay with a named comparator of the opposite sex in the same employment engaged in dissimilar work on the grounds that the work done, although different, is of equal value in terms of the demands that it makes. An employer can justify differences in pay only where the variation between the woman's contract and the man's contract is genuinely due to a material factor that is not the difference of sex.

In order to avoid claims, employers should try to ensure that:

- Job evaluation schemes are analytical and free from sex bias;
- The pay structure is fair to both sexes and that differences can be justified on grounds other than sex;
- A strategy is developed for dealing with identified inequalities, perhaps as part of the annual pay review;
- Employees are involved in reviewing pay structures.