



For the purpose of this policy, “Staff member” refers to a volunteer, placement student, employee or associate.

Statement of Intent

1. idDerby recognises that many people in our society experience discrimination or lack of opportunity for many reasons, sometimes based on their race, religion, creed, colour, national or ethnic origin, age, disability, gender, illness, political beliefs, sexual orientation, HIV status, marital status, family circumstances, responsibility for dependants, social class, geographic area, mental health, income level, trade union activity or criminal record.
2. idDerby declares its intention to challenge discrimination and lack of opportunity and to work towards its elimination in its own policy and practice.
3. idDerby strives to create an environment in which all individuals feel welcome and in which they are treated with respect and fairness.
4. All volunteers and staff must declare their support for the objectives of this Equal Opportunities Policy. Failure to do so may result in disciplinary action.
5. idDerby believes that Equal Opportunities are an integral part of all activities that idDerby offers.

Services

6. All services to people developed, maintained and co-ordinated by idDerby will be provided in accordance with our commitment to equal opportunities and this policy.

7. ***In the instance that an individual, organisation/care home should display discriminatory or oppressive behaviour towards staff members or others within the setting idDerby has a duty of care to:***

Report any safeguarding concerns to the appropriate idDerby safeguarding officer on duty. (see Safeguarding policy)

To support and protect staff through supervision and building relationships with the individual, organisation/care home to influence best practice.



8. Services provided by idDerby will be reviewed and monitored at regular intervals to ensure that they conform with this Policy and, where appropriate, changes will be made.

Whilst idDerby reserves the right to retract services, every effort will be made to address concerns prior to doing so.

Recruitment

9. idDerby believes that no person or group should be treated less favourably in access to opportunities for volunteering/employment/engagement because of their race, nationality, ethnic origin, gender, sexual orientation, age, disability or illness.

Discrimination/Harassment at work

10. Staff members will be monitored to ensure that no discrimination and/or harassment is occurring.
11. Discriminatory actions by a staff member may result in disciplinary action and/or termination of the placement/engagement.
12. Our policies and procedures for bullying and harassment at work can be found in our policy: Safeguarding Policy. This will be made available to you as part of your recruitment process, and can be referred to at any time on our online drive.

Staff members of idDerby – responsibilities:

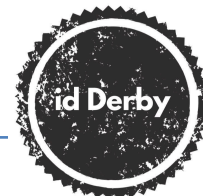
13. The directors and staff members of idDerby are expected to affirm their commitment to the Equal Opportunities Policy.
14. Monitoring of the Policy and its implementation is the responsibility of the directors. The directors will regularly review the Policy and ensure that all staff members are aware of it and its implications for their work.
15. The directors will ensure that copies of this Policy are readily available to all staff members and other interested parties.



Training and Organisational Development

idDerby will:

16. Seek to ensure that all staff (employees and volunteers) are developed by the provision of appropriate and accessible learning opportunities in line with organisational needs.
17. Provide training that complies with idDerby Equalities Policies.
18. Provide equalities awareness training as part of its corporate training and organisational development programme.



Equal Opportunities Policy - Supporting Statements Race Equality:	idDerby is committed to promoting a cohesive society and eliminating unlawful racial discrimination. idDerby will promote equality of opportunity and good relations between people of different racial, national and ethnic groups.
Disability Equality:	idDerby will not treat a person less favourably directly or indirectly on the basis of his/her disability and will promote equality of opportunity for people with disabilities
Gender Equality:	idDerby will not treat a person less favourably directly or indirectly due to gender or marital status.
Equality of Employment:	idDerby will through its policies and training seek to create: A prejudice free and supportive working environment; A workforce which reflects the diversity of the local population ensuring that people from all sections of Derbyshire's local community have equality of opportunity to obtain employment in all areas and levels of the organisation. This will include working with disadvantaged sections of the community to support and encourage recruitment.
Accessibility:	idDerby services must be accessible and appropriate for all members of the community who might wish or need to use them. idDerby will ensure its employment arrangements are accessible. Staff are also being trained in creating accessible documents.
Sexual Orientation:	idDerby will not discriminate directly or indirectly on the grounds of sexual orientation.
Gender Reassignment:	idDerby will not discriminate directly or indirectly on the grounds of gender reassignment.
Religion and Belief:	idDerby will not discriminate directly or indirectly on the grounds of religion or belief. (This is defined as any religion, religious belief or similar philosophical belief. It excludes philosophical or political beliefs unless those beliefs are similar to a religious belief, e.g. the belief has a profound effect on the person's way of life.)
Age:	A person's age will not lead to unfair discrimination

Policy Created by	Rae Scudder	Date: 23.10.2024
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