

Anti-Discriminatory Policy

1. Purpose

This policy establishes the guidelines designed to ensure that staff, volunteers and residents are protected from discrimination on the basis of gender identity, gender expression, religion, sexual orientation, race, disability, ethnicity, place of origin, language, health, age or socio-economic status. It will also act to eliminate language and conduct that discriminate against such people.

This document supports the Equal Opportunities Policy, and is a support to the Harassment and Incident Policies. It broadens the parameters of these policies to include discrimination of all types.

A range of legislation also supports this document namely: Sex Discrimination Acts 1975 and 1986, Race Relations Act 1976, Disability Discriminations Act 1995, Employment Rights Act 1996

2. Persons affected

This policy will impact on all those involved with the organisation specifically staff, volunteers and users.

3. Definitions

The following give guidance on what is meant by discrimination and the circumstances which require a complaint to be made.

Discrimination is differential treatment of an individual based upon their membership of a particular group (whether real or perceived) rather than on their personal merit. Discrimination also includes the failure to reasonably accommodate the special needs of an individual or group whose special needs are based on the characteristics mentioned below unless the accommodation would create an undue hardship for the organisation.

Unreasonable discrimination is prohibited on the basis of the following characteristics:

- Ancestry, including colour and perceived race
- Nationality or national origin
- Ethnic background or origin
- Religion or creed, or religious belief, religious association or religious activity
- Age
- Sex, including pregnancy, the possibility of pregnancy or circumstances relating to pregnancy
- Gender-determined characteristics or circumstances
- Sexual orientation
- Marital or family status
- Source of income
- Political belief, political association or political activity
- Physical or mental disability or related characteristics or circumstances, to include reliance on a dog guide or other animal assistant, a wheelchair or other remedial appliance or device

4. Policy

The organisation will not tolerate any form of discrimination.

It seeks to implement appropriate processes, policies and procedures that will help its dealing with staff and residents equally and ensure it provides an environment free from any form of discrimination.

It seeks to ensure that all people are employed and/or receive services without discrimination.

The organisation will not knowingly permit or fail to take reasonable steps to stop any discrimination. It will investigate the complaint quickly and as confidentially as possible and both parties involved will be informed of the outcome of the investigation.

5. Procedure

The following procedure must be followed:

Users must be encouraged by all staff to complete a complaint form if they feel discriminated against for whatever reasons. If this cannot be done, assistance must be given to the user to complete the form by the project worker on duty or their rkeyworker.

6. Responsibilities

The responsibility of sustaining this policy rests with everybody who works or uses the Night Shelter or Day Centre services.

7. Verification

Statistical information relating to the number and types of discrimination will be passed on to the Manager on a monthly basis.

8. History

Date originally implemented	Review history
20 February 2008 signed by Directors: David Jai Persad, Ewa Gruca, Wanda Banach	

9. Related Documents

- Anti-harassment Policy
- Diversity Whistle-blowing Policy
- Recruitment Policy
- Equal Opportunities Policy
- Employing People with a Conviction