



Equality and Diversity Policy

Version	Date	Author
1.0	9th December 2015	Andy Barratt, Managing Director
1.1	16th August 2018	Andy Barratt, Managing Director
1.2	30th July 2020	Kim Davies, Operations Manager

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Introduction

Joi Polloi is actively opposed to all forms of discrimination on the grounds of age, gender (inc gender reassignment), race, ethnicity, physical or mental ability, sexuality, marriage and civil partnerships, class, appearance, caring responsibilities, pregnancy and maternity, caste, HIV status, nationality, political beliefs, religion, immigration status, long term illness, spent criminal conviction or trade union involvement.

Joi Polloi will comply with all legislation relating to these areas, and will also seek to go beyond this where appropriate and follow best practice to maximise equality of opportunity.

Purpose and scope of the policy

We aim to create a culture that respects and values each others' differences. Joi Polloi is committed to continuous improvement of accessibility to services, employment, volunteering and management opportunities. We will implement

employment practices such as flexitime, enhanced maternity leave, potential for job-share, guaranteed annual leave permitted to be taken for religious and cultural holidays, reasonable adjustments for disability and other provisions which will improve equality of opportunity for employees.

Commitment

A copy of the Equality and Diversity policy is available to all staff, volunteers and other interested parties and can be downloaded from our website. All Joi Polloi staff and volunteers must support the principles of the Equality and Diversity policy. Those who are unwilling to do so will not be eligible for employment. Those who infringe the policy subsequently will be subject to the Disciplinary Procedure.

All contractors employed by Joi Polloi will be expected to comply with the principles of the Equality and Diversity policy. All decisions to recruit, train, promote employees and in the delivering of services will adhere to Joi Pollois Equality Policy commitment.

Non-compliance by the organisation

If a staff member or volunteer within the organisation feels that Joi Polloi has failed to maintain the standards set out in this statement, they will be actively encouraged to pursue a grievance with the organisation through the use of the Joi Polloi's complaints process.

Joi Polloi's Grievance Procedure

If a user, customer or service beneficiary feels that Joi Polloi has failed to maintain the standards set out in this statement, they will be actively encouraged to pursue a complaint against the company through the use of Joi Polloi's complaints process.

Definitions

Direct discrimination is treating one person less favourably than another in the same or similar circumstances or segregating them from others solely because they are, for example, a lesbian, a gay man or because they have a disability or illness. Refusing to employ someone who has the required skills because they are deaf or because they are pregnant would constitute such discrimination

Indirect discrimination occurs where there is a requirement or condition which applies equally to everyone but which, in practice, has an adverse impact on a particular group and cannot be justified. For example an unnecessary physical or age requirement can discriminate against disabled people.

Abuse and/or harassment of people or groups of people because for example they are a member of a national, racial or ethnic minority group, a woman, a lesbian, a gay man or have a disability or illness also counts as discrimination

Victimisation occurs when a person is treated less favourably or is discriminated against because they have pursued or intends to pursue their rights in respect of alleged discrimination.

Institutional racism (Macpherson Report, 1999)

The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen in the processes or attitudes and behaviour, which amount to discrimination, to unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantages minority ethnic people.

Racist incident (Macpherson Report, 1999)

Any incident which is perceived to be racist by the victim or any other person. If the victim doesn't want to complain, another person may do so.

Signed:

A handwritten signature in black ink, appearing to read 'Andy Barratt', written in a cursive style.

Andy Barratt - Managing Director