

## Equal Opportunities & Diversity Policy

### Policy Statement

The Red Hen Project is a Registered Charity committed to promoting and achieving equality of opportunity, and embracing diversity.

This policy is for children, parents, carers, Trustees, employees and volunteers of the Red Hen Project. Who we believe are all of equal value regardless of ethnicity, intellectual and physical ability, gender, age, sexual orientation and social circumstance.

An active equal opportunities and diversity policy is essential because equality and diversity issues permeate every aspect of the work of the project and the community it serves.

This policy aims to enhance and improve the educational progress and self-esteem of all children and families who use the project and the morale and commitment of employees and Trustees.

The Red Hen Project declares that in employment practices, its structure and provision of services, it shall introduce measures that shall combat all direct or indirect forms of discrimination, and ensure that procedures for dealing with unacceptable behaviour (e.g. Sexual and Racial Harassment) are in place, acted upon and are fully understood by employees, Trustees, children and families.

The Red Hen Project does not discriminate against staff on the basis of their gender, sexual orientation, marital or civil partner status, pregnancy or maternity, gender reassignment, race, colour, nationality, ethnic or national origin, religion or belief, disability or age (the protected characteristics).

This policy applies to; Trustees, Staff and Volunteers, Families and Children, and all functions of the Red Hen Project.

### Links to other policies

- King's Hedges Educational Federation Equal Opportunities and Diversity Policy
- Employment policy

### Legal Framework

Equality Act 2010

### Introduction

The principles of non-discrimination and equality of opportunity also apply to the way in which staff treat children, parents, visitors, other professionals, suppliers and former staff members, All staff have a duty to act in accordance with this policy and treat colleagues with dignity at all times, and not discriminate against or harass other members of staff, regardless of their status.

The Red Hen Project – Equal Opportunities & Diversity Policy	Version No: 2.0
Registered Charity Number: 1072190	Last review: 18 <sup>th</sup> November 2016

As a stakeholder in the local community, we have a key role to promote equality & diversity; to provide and deliver services which are relevant, appropriate and accessible to all sections of the communities we work in, and to create an environment where diversity is valued and embraced by everyone who is involved with The Red Hen Project.

## Procedure

The Red Hen Project understands that to fully implement its Equal Opportunities & Diversity Policy, Trustees, and Staff will need training. Training needs will be identified through formal and informal staff appraisals.

We routinely collect and monitor equality & diversity information for all our service users by; gender, ethnic origin, sexual orientation, religion / beliefs, & disability. Where appropriate **equality impact assessments** will be carried out on the results of monitoring to ascertain the effect of the policy and our services may have on those who experience them. E.g. customer satisfaction.

The information collected for monitoring purposes will be treated as confidential and it will not be used for any other purpose.

The Red Hen Project will adhere to the King’s Hedges Educational Federation Equal Opportunities & Diversity Policy, with regard to the following;

- Forms of discrimination
- Recruitment & Selection
- Recruitment of ex-offenders
- Disability discrimination

This policy was adopted at a meeting of The Red Hen Project Trustees	
Held on	
Date to be reviewed	<b>During 2019/20</b>
Signed on behalf of the trustees	
Name of signatory	Lesley Ford
Role of signatory (e.g. chair)	Chair