

# The Red Hen Project

## Equality, Diversity, and Inclusion Policy

### Policy Statement

The Red Hen Project is committed to encouraging equality, diversity, and inclusion and eliminating unlawful discrimination.

This policy is to support our aims to enhance and improve the wellbeing and educational progress of all children and families who use the project, and the morale and commitment of employees and trustees.

The aim is for our staff and volunteers to be truly representative of all sections of society and our beneficiaries, and for everyone to feel respected and able to give their best.

The organisation - in providing services - is also committed against unlawful discrimination of the public.

This policy is for Red Hen Project employees and volunteers – including trustees, as well as the partners, schools, children, parents, and carers we work with.

### Policy Purpose

The purpose of this policy is to

- provide equality and fairness for all in our employment, volunteer opportunities and service delivery
- Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
  - age
  - disability
  - gender reassignment
  - marriage or civil partnership
  - pregnancy and maternity
  - race (including colour, nationality, and ethnic or national origin)
  - religion or belief
  - sex
  - sexual orientation
- Oppose and avoid all forms of unlawful discrimination. This includes in:
  - age
  - pay and benefits
  - terms and conditions of employment
  - dealing with grievances and discipline
  - dismissal
  - redundancy
  - leave for parents
  - requests for flexible working
  - selection for employment, promotion, training or other developmental opportunities

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## Key Principals

We believe

- That no form of intimidation, bullying, or harassment will be tolerated. We oppose all forms of unlawful and unfair discrimination
- The principles of non-discrimination and equality of opportunity must apply to the way in which we treat children, parents/carers, colleagues, other professionals, suppliers, and partners
- All staff and volunteers have a duty to always treat others with dignity, and not discriminate against or harass others, regardless of their status.
- Every employee is entitled to a working environment that promotes dignity and respect to all
- Equality, diversity, and inclusion in the workplace is good management practice
- That as stakeholders in the local community, we have a key role to promote equality & diversity

## Commitments

The Red Hen Project commits:

- To encourage equality, diversity, and inclusion
- To provide and deliver services that are relevant, appropriate, and accessible to all sections of the communities we work in
- To create an environment where diversity is valued and embraced by everyone who is involved with The Red Hen Project and where individual differences and the contributions of all are recognized and valued
- That breaches of our equality and diversity policy will be regarded as misconduct and could lead to disciplinary proceedings
- To create an environment free of bullying, harassment, victimisation, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff and volunteers are recognised and valued.

This commitment includes training managers and all other employees about their rights and responsibilities under the equality, diversity, and inclusion policy. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities, and prevent bullying, harassment, victimisation, and unlawful discrimination.

- That all staff and volunteers should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation, and unlawful discrimination, in the course of their employment or volunteering, against fellow employees, volunteers, customers, suppliers, and the public
- To take seriously complaints of bullying, harassment, victimisation, and unlawful discrimination by fellow employees, volunteers, children, parents/carers, suppliers, partners, other professionals, the public, and any others during the organisation's work activities.

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Such acts will be dealt with as misconduct under the organisation’s grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

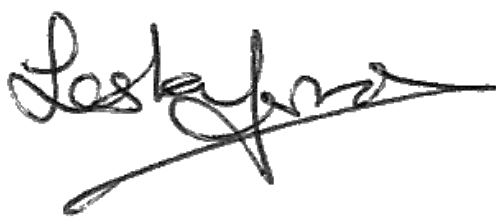
- To make opportunities for training, development and progress available to all staff and volunteers, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.

Make decisions concerning staff being based on merit (apart from any necessary and limited exemptions and exceptions allowed under the Equality Act).

- To review practices and procedures when necessary to ensure fairness and update them and the policy to take account of changes in the law.
- To monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity, and inclusion, and in meeting the aims and commitments set out in the equality, diversity, and inclusion policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing and considering them and taking action to address any issues.

- That breaches of our equality and diversity policy will be regarded as misconduct, and could lead to disciplinary proceedings

This policy was adopted at a meeting of The Red Hen Project Trustees Held on <b>10<sup>th</sup> February 2022</b>	
Signed on behalf of the trustees	
Name of signatory	Lesley Ford
Role of signatory (e.g. chair)	Chair of Trustees
Date to be reviewed	<b>Spring 2026</b>






# RED HEN POLICY & PROCEDURE - EQUALITY, DIVERSITY & INCLUSION (February 22)

Final Audit Report

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