



Adi's Legacy CiC
Registered Company number 14334853
Equality & Diversity Policy

This policy applies to all volunteers, directors, trustees, employees and any individual or organisation working on behalf of ADI'S LEGACY CiC

Definitions

- **"Adi's Legacy"** means Adi's Legacy CiC Registered Company number 14334853
- **"Clients"** means recipients of services and goods provided by Adi's Legacy
- **"Staff"** means all volunteers, directors, trustees, employees and any individual working or carrying out activities on behalf of Adi's Legacy
- **"Workplace"** means any premises or location (including the Adi's Legacy shop) where Adi's Legacy activities are carried out by the staff

Adi's Legacy values diversity:

- By respecting and using diversity Adi's Legacy can maximise its impact through meeting individual needs and staying in touch with the changing societies in which it works. Adi's Legacy recognises that every person is an individual with different needs, preferences and abilities. It aims to reflect this diversity in everything it does, including making its services inclusive and accessible to clients from all sections of the community. Adi's Legacy believes that harnessing different life experiences, attributes and contributions from staff and clients will make Adi's Legacy a more effective and genuinely inviting inclusive organisation.

Adi's Legacy's commitment to diversity includes:

- Recognising and valuing difference
- Recognising and seeking to redress inequality and disadvantage
- Treating all in a fair, open and honest manner
- Recognising the right of all staff and clients to be treated with dignity and respect
- Recognising the Protected Characteristics as defined in the Equality Act 2010 – See Appendix A
- Promoting equal opportunity and the elimination all forms of discrimination and harassment covered by the Equality Act 2010 (See Appendix B) including:
 - Direct Discrimination
 - In-Direct Discrimination
 - Discrimination by Perception
 - Discrimination by Association
 - Victimisation
 - Harassment

Adi's Legacy's is committed to:

- Equality of opportunity
- Tackling discrimination and disadvantage



- Tackling harassment and intimidation
- Encouraging other parties we work with to adopt similar policies on Equality and Diversity

Adi's Legacy's will:

- not tolerate less favourable treatment on the grounds of any Protected Characteristic (as defined in the Equality Act 2010 – See Appendix A) including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation or any other reason which cannot be shown to be justified.
- never use cultural practices as a justification for, or to ignore an issue of, safeguarding.
- believe that discrimination is wrong and should be actively opposed. Discrimination denies human dignity, a freedom for people to be themselves, and a place in a free society.
- Provide effective management to support this policy for staff through supervision, support, training and quality assurance measures
- Ensure that there are effective complaints and whistleblowing measures in place
- Ensure that the accessibility of our workplace, services and information is routinely reviewed and improved, where possible.

Exceptions & Exemptions

- Adi's Legacy does not carry out any activities outside the UK
- At this time Adi's Legacy does not employ any staff
- The purpose and activities of Adi's Legacy does not include educational services

Legal Framework

The policy has been drawn up on the basis of law and guidance, applicable within the UK, namely:

- Equality Act 2010

This policy should be read alongside all other policies of Adi's Legacy

This Policy when approved will be published on the Adi's Legacy website (www.adislegacy.com)

Contact Details

Policy Lead

Name

Email



Adi's Legacy is committed to reviewing policies and good practice annually.

This policy was last reviewed on 5 April 2023

Signed : Paula Green
(Director)



Appendix A: The Equality Act 2010, Protected Characteristics

The Equality Act 2010 brought together all existing equality legislation and offers protection from discrimination to people with “protected characteristics”. The protected characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation



Appendix B: The Equality Act 2010, Discrimination

In order to understand current equality legislation the following is an explanation of the types of unfair treatment that can occur:

- Direct discrimination - occurs when someone treats another person less favourably because of a protected characteristic, or an assumption about one of the above, e.g. a Black candidate being refused a job, even though they are the best candidate, purely because of the perception that they may not fit in with the rest of the team.
- Discrimination by association – discrimination against someone because they are associated with a person who has a protected characteristic. For example, an employee who is unfairly treated because they have a disabled child - can claim discrimination.
- Discrimination by perception – is discrimination against an individual because other people think they possess a protected characteristic, e.g. a heterosexual employee being unfairly treated on the basis that others think they are gay can claim discrimination on the grounds of sexual orientation.
- Indirect discrimination – is when a condition, rule, policy or practice disadvantages people who have a protected characteristic, e.g. a manager asking that employees work on Friday evenings to meet the demands of high workload may discriminate against Jewish people who wish to commence the Sabbath at sunset. However, indirect discrimination can be objectively justified, e.g. if there is an absolute organisational necessity for staff to be available to work at a certain time.
- Harassment - is unwanted conduct relating to a protected characteristic which is intended to violate another's dignity or to create an offensive hostile, humiliating or degrading environment for that individual. E.g. an employee being continually teased by colleagues about their gender reassignment. This is a subjective test, which means that it is not what you consider to be offensive; but what the person to whom you say or do something considers offensive. If you feel that you are being harassed, you should raise the issue via the Bullying and Harassment Policy.
- Victimisation - it is a discriminatory act to treat anyone less favourably if they have made (or are suspected of having made) a complaint, or raised a grievance under the Equality Act, about discrimination during either present or previous employment, or they intend to make a complaint or they have assisted someone else's complaint by giving evidence or corroborating a story.