



Tyne & Wear Care Alliance

Supporting workforce development
throughout the independent care sector

Equality Policy



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Introduction

1.1 Everyone at the Tyne & Wear Care Alliance is committed to equality of opportunity:

- Within the team;
- In the provision of our services;
- In the community.

This policy is crucial to the way we operate at the Tyne & Wear Care Alliance and underpins every aspect of:

- The way we behave;
- The way we treat people;
- The services we provide.

This policy will apply to everyone who comes into contact with the Tyne & Wear Care Alliance, regardless of the reason for contact; including:

- Staff;
- Employer members;
- Learners;
- Care sector workers and managers;
- Staff from Local Authorities;
- Training providers;
- Other people in contact with the Tyne & Wear Care Alliance.

It is our aim to ensure that people do not receive less favourable treatment on the basis of:

- Race;
- Religion or belief;
- Ethnic or National origin;
- Colour;
- Gender;
- Disability;
- Age;
- Sexual orientation;
- Marital status
- Social class;
- Political belief;
- Trade Union activity.

Everyone at the Tyne & Wear Care Alliance is committed to action to make this policy fully effective. The policy will be monitored and reviewed by the Operational Management Team through the Quality Improvement Plan.

2. Responsibilities

- 2.1 Every person listed at section 1.1 above is responsible for compliance with and promotion of the principle of this policy. Everyone must:
- Refrain from acts of discrimination, harassment or victimisation;
 - Work to prevent any acts of discrimination, harassment or victimisation;
 - Advise a member of the Operational Management Team of any instances of discrimination, harassment or victimisation;
 - Promote good relations in the workplace and in all communications through positive behaviours and attitudes to equality and diversity;
 - Ensuring their own behaviour does not constitute discrimination, harassment or victimisation.
- 2.2 Any breach of this policy will be treated very seriously and formal action will be taken, if necessary, through the appropriate channels if a breach occurs.

3. Types of Discrimination

- 3.1 Discrimination, victimisation or harassment can occur in a number of ways:
- Direct Discrimination occurs when someone is treated less favourably than another person because of one or more of the qualities listed at 1.2;
 - Indirect Discrimination occurs when a provision, criteria or practice exists that has a disproportionately adverse effect on a person or group protected by legislation;
 - Victimisation occurs when a person is treated less favourably than another, this can be because they have asserted their rights of protection by legislation;
 - Harassment occurs when an individual's dignity is violated, commonly by behaviours that are intimidating, hostile, degrading, humiliating, offensive; such behaviours may be intentional or unintentional.

3.2 Race Discrimination

It is unlawful to discriminate against a person on the grounds of their race, colour, nationality, and ethnic or national origins. The Tyne & Wear Care Alliance is committed to ensuring everything we do is fair and responsive to the needs of people, and includes recognition of the specific service needs of people from varied ethnic and national backgrounds.

The Tyne & Wear Care Alliance works towards the promotion of race equality in all aspects of our work.

Relevant Legislation:

- Race Relations Act 1976;
- Race Relations (Amendment) Act 2000.

3.3 Gender Discrimination & Marital Status

It is unlawful to discriminate against a person because of their gender, and in terms of employment and vocational training it is also unlawful to discriminate against a person because of their marital status, or on the grounds of gender re-assignment.

Relevant Legislation:

- Sex Discrimination Act 1975 & 1986;
- Sex Discrimination Act (Gender Re-assignment) 1999;
- Employment (Sex Discrimination) Act 2000.

3.4 Disability Discrimination

People who have disabilities must not be treated less favourably than anyone else because of a reason related to their disability. People who have disabilities have specific legislative rights, particularly in relation to employment and the provision of services.

The Tyne and Wear Care Alliance works to ensure that people with disabilities are not treated differently to other people when communicating with us or accessing our services. The Tyne and Wear Care Alliance recognises that social attitudes and physical barriers might prevent people with disabilities accessing our services, and we will work towards removing those barriers within the auspices of the Disability Discrimination Act 1995 to ensure people with disabilities are not disadvantaged.

The Tyne & Wear Care Alliance recognises that people with disabilities are individuals and that each person has different needs; we will

consult with each person or their representatives to define their individual needs and requirements.

Relevant Legislation:

- Disability Discrimination Act 1995.

3.5 Age Discrimination

It is unlawful to treat people less favourably than anyone else because of a reason related to their age, or perceived age. Legislation gives protection against age-related discrimination in all aspects of employment, including the provision of vocational training.

The Tyne & Wear Care Alliance works to ensure that people are not treated differently because of their age or perceived age.

Relevant Legislation:

Employment Equality (Age) Regulations 2006.

3.6 Sexual Orientation, Religion or Belief

It is unlawful to treat people less favourably than anyone else because of their sexual orientation, religion or belief. The Tyne & Wear Care Alliance works to ensure that people are treated equally, regardless of their sexual orientation, religion or belief.

The Tyne & Wear Care Alliance will consult with each person to define individual needs that may exist due to their religion or belief. Legislation protects individuals against discrimination based on sexual orientation, religion or belief, in all aspects of employment, including vocational training.

Relevant Legislation:

- Employment Equality (Sexual Orientation) Regulations 2003;
- Employment Equality (Religion or Belief) Regulations 2003.

4. Harassment

- 4.1 The Tyne & Wear Care Alliance will not tolerate harassment of people from any source. We define harassment as:

Any unwanted conduct affecting the dignity of people that is, or is perceived as being intimidating, hostile, or humiliating for the recipient. This includes physical, verbal and non-verbal conduct, isolating or excluding people, and uncooperative behaviour.

- 4.2 The Tyne & Wear Care Alliance is committed to eliminating harassment from any aspect of our work, and regardless of whether this involves anyone listed at 1.1 above or any other person.

5. Supporting Policies

As part of Sunderland City Council, the Tyne & Wear Care Alliance is committed to the policies of the Council that support fair and equal treatment of individuals which is free from prejudice and discrimination.

The policies that support employees of the Council, including the Tyne & Wear Care Alliance, include:

- Code of Practice on Recruitment & Selection;
- Harrassment at Work Policy;
- HIV & AIDS Policy;
- Domestic Violence Policy.