

Silver Salisbury Group

Equality & Diversity Policy v1.1

1. Purpose

Silver Salisbury Group (SSG) is committed to the fair treatment of all people, regardless of their gender (including sex, marriage, pregnancy and gender reassignment), race (including ethnic origin, colour, nationality and national origin), disability, mental health needs, age, domestic circumstances, social class, sexual orientation, marriage or civil partnership status, religion or beliefs, political allegiance or trade union membership. SSG is firmly opposed to any discrimination based on these human characteristics and values.

When unfair or unlawful discrimination occurs, it will be taken seriously and may result in formal action being taken, including disciplinary action. Serious breaches of this policy will be treated as gross misconduct. Allegations of discrimination which are not made in good faith will also be considered a disciplinary matter.

Discrimination may be direct or indirect and also includes victimisation by being treated less favourably as a result of having, in good faith, made a complaint or claim of unlawful discrimination.

Equality and diversity must be an integral part of all the work and services undertaken by SSG. In this respect SSG will make all reasonable efforts to remove barriers which might prevent people accessing services or opportunities.

2. Scope: This policy applies to all Board Members, Volunteers and contractors,

3. Policy Statement

3.1 Our Commitment

- To create an environment in which individual differences and all the contributions of our volunteers and staff (including contractors) are recognised and valued.
- Everyone is entitled to a working environment which promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities will be available to all trustees, volunteers and contractors.
- SSG will review all practices and procedures to ensure fairness.
- Breaches of our equality and diversity policy will be regarded as misconduct and could lead to disciplinary proceedings.
- This policy will be reviewed regularly.

3.2 Definitions

Direct Discrimination

This occurs when someone is treated less favourably than another person because of a protected characteristic, they have or are thought to have (see Perceptive Discrimination below), or because they associate with someone who has a protected characteristic (see Associative Discrimination below)

Associative Discrimination

This is direct discrimination against someone because they associate with another person who possesses a protected characteristic.

Perceptive Discrimination

This is direct discrimination against an individual because others think they possess a particular characteristic. It applies even if the person does not actually possess the characteristic.

Indirect Discrimination

This can occur when you have a condition, rule, policy or even practice in your organisation that applies to everyone but particularly disadvantages people who share a protected characteristic.

Harassment

This is 'unwanted conduct related to a relevant protected characteristic, which has the effect of violating an individual's dignity or creating hostile, degrading, humiliating or an offensive environment for that individual'.

Trustees, contractors and volunteers will be able to complain of behaviour they find offensive even if it is not directed at them, and the complainant need not possess the relevant characteristic themselves.

Third Party Harassment

This is harassment of volunteers, contractors or trustees by people (third parties) who are not volunteers, contractors or trustees of SSG, such as beneficiaries.

Victimisation

This occurs when a trustee, employee, contractor or volunteer is treated badly because they have made or supported a complaint or raised a grievance under the Equality Act; or because they are suspected of doing so.

Making a reasonable adjustment for disabled people

Generally, an organisation can treat disabled people less favourably only if they have a sufficiently justifiable reason for doing so, and only if the problem cannot be overcome by making 'reasonable adjustments'. The essential requirements of the job should be met. SSG will use its best endeavours to make reasonable adjustments. Examples of the types of adjustments that might be made include:

- Making physical adjustments to premises

- Supplying special equipment to help job completion or providing information in an accessible format
- Altering hours of work.

When SSG is deciding whether an adjustment is reasonable several things can be taken into account, including the cost of making the adjustment.

4. Legislative Framework

- Equal Pay Act 1970
- Employment Rights Act 1996
- Employment Act 2002
- Equality Act 2010 (Equality Act 2006 updated to include encompassing protected characteristics Age, Disability, Gender reassignment, Race, Religion or belief, Sex, Sexual Orientation, Marriage & Civil Partnerships, Pregnancy and Maternity).

5. Communication

The policy is communicated to all volunteers and contractors through induction, training and team meetings.

6. Dealing with complaints of discrimination

Any volunteer or employee who feels that they have been discriminated against has the opportunity of raising their concerns with the Chair or any member of the Board.

Policy Owner: ☑Any and All Trustees

SSG Authorisation:

Date	Name	Position
June 2021	V1.00	Approved by Irene Kohler (Chair)
30/07/2026	V1.1	Approved by the Board of Trustees
Review Due		
30/07/2028		