



# NEW ROMNEY COUNSELLING SERVICES

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## EQUALITY POLICY – Reviewed July 2018

### LEGISLATION

The Equality Act 2010 which became law on 1st October 2010 legislates that all organisations must have a clear statement of their Equality Policy in relation to equal opportunities and diversity in the workplace.

### POLICY STATEMENT

1. New Romney Counselling Services recognises that discrimination and victimisation is unacceptable and that it is in the interests of the organisation and its employees to utilise the skills of the total workforce. It is the aim of the organisation to ensure that no employee or job applicant receives less favourable facilities or treatment (either directly or indirectly) in recruitment or employment on grounds of age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex, or sexual orientation (the **protected characteristics**).
2. Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give of their best.
3. We oppose all forms of unlawful and unfair discrimination or victimisation. To that end the purpose of this policy is to provide equality and fairness for all in our employment.
4. All employees, whether part-time, full-time, temporary or voluntary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.
5. Our staff will not discriminate directly or indirectly, or harass clients because of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation in the provision of the organisation's services.
6. This policy and the associated arrangements shall operate in accordance with statutory requirements. In addition, full account will be taken of any guidance or Codes of Practice issued by the Equality and Human Rights Commission, any Government Departments, and any other statutory bodies.

### OUR COMMITMENT

- To create an environment in which individual differences and the contributions of all our staff are recognised and valued.

Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.

- Training, development and progression opportunities are available to all staff.
- To promote equality in the workplace which we believe is good management practice and makes sound business sense.
- We will review all our employment practices and procedures to ensure fairness.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- This policy is fully supported by senior management and has been agreed with trade unions and/or employee representatives.
- The policy will be monitored and reviewed annually

## **RESPONSIBILITIES OF MANAGEMENT**

Responsibility for ensuring the effective implementation and operation of the arrangements will rest with the Directors who will ensure that they and their staff operate within this policy and arrangements, and that all reasonable and practical steps are taken to avoid discrimination. Each director will ensure that:

- All their staff are aware of the policy and the arrangements, and the reasons for the policy;
- Grievances concerning discrimination are dealt with properly, fairly and as quickly as possible;
- Proper records are maintained.

The Directors and Co-ordinator will be responsible for monitoring the operation of the policy in respect of employees and job applicants, including periodic departmental audits.

## **RESPONSIBILITIES OF STAFF**

Responsibility for ensuring that there is no unlawful discrimination rests with all staff and the attitudes of staff are crucial to the successful operation of fair employment practices. In particular, all members of staff should:

- Comply with the policy and arrangements;
- not discriminate in their day to day activities or induce others to do so;
- Not victimise, harass or intimidate other staff or groups who have, or are perceived to have one of the protected characteristics.
- Ensure no individual is discriminated against or harassed because of their association with another individual who has a protected characteristic.
- Inform their manager if they become aware of any discriminatory practice.

## **THIRD PARTIES**

Third-party harassment occurs where an employee of the organisation is harassed, and the harassment is related to a protected characteristic, by third parties such as clients or customers. New Romney Counselling Service will not tolerate such actions against its staff, and the employee concerned should inform their manager / supervisor at once that this has occurred. New Romney Counselling Service will fully investigate and take all reasonable steps to ensure such harassment does not happen again.

## **RELATED POLICIES AND ARRANGEMENTS**

All employment policies and arrangements have a bearing on equality of opportunity. The organisation's policies will be reviewed regularly and any discriminatory elements removed.

## **RIGHTS OF DISABLED PEOPLE**

The organisation attaches particular importance to the needs of disabled people.

Under the terms of this policy, Directors are required to:

- Make reasonable adjustments to maintain the services of an employee who becomes disabled, for example, training, and provision of special equipment, reduced working hours. (NB: Directors are expected to seek advice on the availability of advice and guidance from external agencies to maintain disabled people in employment);
- include disabled people in training/development programmes;
- Give full and proper consideration to disabled people who apply for jobs, having regard to making reasonable adjustments for their particular aptitudes and abilities to allow them to be able to do the job.

## **MONITORING**

- The organisation deems it appropriate to state its intention not to discriminate and assumes that this will be translated into practice consistently across the organisation as a whole. Accordingly, these practices will be regularly monitored to ensure the effectiveness of the policy.
- If monitoring shows that the organisation is not representative, or that sections of our workforce are not progressing properly within the organisation, then New Romney Counselling Service address these issues. This will include a review of recruitment and selection procedures, organisation policies and practices as well as consideration of taking legal Positive Action.

## **GRIEVANCES/DISCIPLINE**

Employees have a right to pursue a complaint concerning discrimination or victimisation via the organisation's Grievance Procedure.(Complaints Procedure)

Discrimination and victimisation will be treated as disciplinary offences and they will be dealt with under the organisation's Disciplinary Procedure.

## **REVIEW**

The effectiveness of this policy and associated arrangements will be reviewed annually under the direct supervision of the Directors.