



Very Important People Services

EQUALITY AND DIVERSITY POLICY

Title: Equality and Diversity Policy

Purpose: To provide information to employees on VIPS expectations and support in relation to equality and diversity.

Definition: VIPS is committed to equality and diversity in areas such as recruitment, training, working practices and pay, and to tackle bullying, harassment and discriminatory practices. This means that VIPS will not tolerate any form of unlawful and unfair discrimination on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, sex and sexual orientation.

Policy: VIPS will:

- Expect all staff to treat each other, service users, their family, friends and carers, and visitors to the organisation with dignity and respect at all time.
- Expect equality and fairness from all staff in our employment
- Not to discriminate against anyone because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, sex and sexual orientation.
- Not tolerate any form of bullying, harassment or discriminatory practices.
- Provide an environment that treats all staff equally and fairly on issues such as recruitment, training, working practices, environment and pay.
- Oppose any forms of unlawful and unfair discrimination
- Promote diversity amongst the workforce.

Breaches of this policy will be regarded as misconduct.

Scope: This policy contains information and guidance from legislation and from relevant bodies that includes, but is not exclusive to:

- The Equality Act (2010)

VIPS expects employees to adhere to this legislation through implementation of the policy.

This policy applies to all employees working for VIPS.

The Registered Manager should check guidance from relevant bodies on a regular basis to ensure they are up-to-date with equality and diversity legislation and guidance and will amend this policy accordingly.