



Hannah's Fund

Charitable Incorporated Organisation
Charity Number 1175857

EQUALITY & DIVERSITY POLICY AND STATEMENT

Hannah's Fund recognises that many people experience injustice and inequality in their daily lives as a consequence of discrimination based on prejudice.

Equality does not mean everybody being the same. For Hannah's Fund It is about recognising that individuals are different, and respecting and valuing those differences, whilst ensuring equal access to opportunities, support and training, goods, services and facilities.

Diversity is about seeing the bigger picture. It means recognizing, respecting, valuing and drawing on the positive aspects of differences. Diversity fosters an environment that recognises the contribution that every individual Trustee, Psychiatrist, Counsellor and volunteer makes, or can make to Hannah's Fund. Our fund promotes dignity and respect. Embracing diversity benefits Hannah's Fund – not just for those who work with the charity but for the people it is set up to support.

Hannah's Fund is positively committed to protecting people from discrimination on the basis of 'protected' characteristics: disability, gender reassignment, pregnancy, race, religion or belief, sexual orientation, sex (gender) and age.

Hannah's Fund aims to ensure that it does not unfairly discriminate, directly or indirectly, in its management and service delivery, policies and practices; and it will support its personnel in opposing discriminatory behaviour that they may encounter in connection with their contribution or work.

Hannah's Fund will advocate its Equality & Diversity policies to all and, in particular, it will encourage their adoption by suppliers and volunteers.

Hannah's Fund will monitor and review the measures taken to implement this policy.

Hannah's Fund
EQUALITY & DIVERSITY POLICY

This Equality & Diversity policy can only ever be a statement of good intent. For it to become effective it must be translated into good practice. The purpose of these guidelines is to help develop good practice in equality and diversity, making our statement a reality and ensuring our code of practice is implemented and monitored.

Legal Requirements

Hannah's Fund is committed to ensuring that its equality & diversity policy and codes of practice take full account of relevant legislation. The main legislation involved is:-

The Equality Act 2010

Human Rights Act 1998

The Disability Discrimination Act 1995

The Equal Pay Act 1970

The Sex discrimination Act 1975

The Race Relations Act 1976.

1. Definitions

The Sex Discrimination act 1975 and the race Relations Act 1976 make a distinction between direct and indirect discrimination.

1.1 Direct Discrimination

Direct Discrimination is generally an obvious and easily identifiable form of discrimination. It occurs when an individual is treated differently for example because of their disability, gender reassignment, pregnancy, race, religion or belief, sexual orientation, sex (gender) or age and where such treatment is less favourable than he or she would otherwise have received.

1.2 Indirect Discrimination

Some cases may not be so obvious. An unnecessary condition or requirement may be imposed, which although applied to everybody, is more difficult for others.

1.3 Harassment

Harassment is defined as unwanted abusive or insulting behaviour towards another individual. It causes the person to feel threatened, humiliated or harassed, may interfere with work performance, undermine job security or create a threatening or intimidating work environment. Harassment may occur

on a number of grounds including race, gender, disability, sexual orientation and age.

2. Responsibilities

2.1 Corporate responsibilities

Equality of opportunity will be applied throughout any Hannah's Fund activity. The responsibility for promoting equality within the organisation rests with the Chair of Hannah's Fund, the Trustees of the charity and any contracted personnel and volunteers.

2.2 Individual responsibilities

Hannah's Fund expects that each person should be aware of his or her behaviour towards others. Everyone should be treated equally, with dignity and respect. At all times peoples' feelings will be valued and respected. Each person should ensure that they do not behave in a way that could be regarded as harassment, discriminatory or offensive.

A nominated Trustee acceptable to both parties will investigate any complaints that the Equal Opportunities Policy has been breached. If a complaint is upheld the person may be asked to resign their responsibilities.

2.3 Management Responsibilities

The Hannah's Fund Trustees have a duty to promote and sustain equality of opportunity by:

- Ensuring that all volunteers and contracted personnel are made aware of this Policy and that direct or indirect discrimination or any form of harassment can be reported easily as the mechanism for reporting incidents of discrimination or harassment will be known, understood and can be accessed by all trustees, staff and volunteers;
- Monitoring incidents or discrimination through reports
- Taking prompt action to stop harassment or discrimination as it is identified;
- Ensuring that offensive or potentially offensive material is not displayed on www.hannahsfund.co.uk or on any social media channels
- Establishing and maintaining an environment free from harassment.

Policy approved by all Trustees at General meeting on 23 October 2021

Policy to be reviewed October 2022