

Equality and Diversity Policy

The Carroll Centre recognises that many people experience discrimination or lack of opportunity for reasons which are not fair. These include: race, religion, creed, colour, national and ethnic origin, political beliefs, gender, gender reassignment, sexual orientation, age, pregnancy and maternity, disability (including mental illness), marital status and civil partnership, appearance, geographical area, social class, income level or criminal record.

The Carroll Centre aims to create a culture that respects and values each other's differences. We see these differences as an asset to our work as they improve our ability to meet the needs of the people we serve.

The Carroll Centre is committed to providing a working environment in which employees are able to realise their full potential and to contribute to the organisations success irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation gender.

In order to create conditions in which this goal can be realised the organisation is committed to identifying and eliminating discriminatory practices, procedures and attitudes.

All volunteers, employees and trustees must declare their support for the objectives of this Equality and Diversity policy.

The Carroll Centre believes that discrimination can take one or more of the forms set out below.

Direct discrimination is treating one person less favourably than another in the same or similar circumstances or segregating them from others solely because they are, for example, a lesbian, a gay man or because they have a disability or illness. Refusing to employ someone who has the required skills because they are deaf or because they are pregnant would constitute such discrimination.

Indirect discrimination occurs where there is a requirement or condition which applies equally to everyone but which, in practice, has an adverse impact on a particular group and cannot be justified. For example an unnecessary physical or age requirement can discriminate against women or disabled people. The setting of language tests, where language skills or fluency are not really needed for a job, is another example.

Abuse and/or harassment – discrimination also covers actions which amount to abuse and/or harassment of people or groups of people because for example they are a member of a national, racial or ethnic minority group, a woman, a lesbian, a gay man or have a disability or illness.

Victimisation occurs when a person is treated less favourably or is discriminated against because she/he has pursued or intends to pursue their rights in respect of alleged discrimination.

Institutional racism occurs where the collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen in the processes or attitudes and behaviour, which amount to discrimination, to unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantages minority ethnic people.

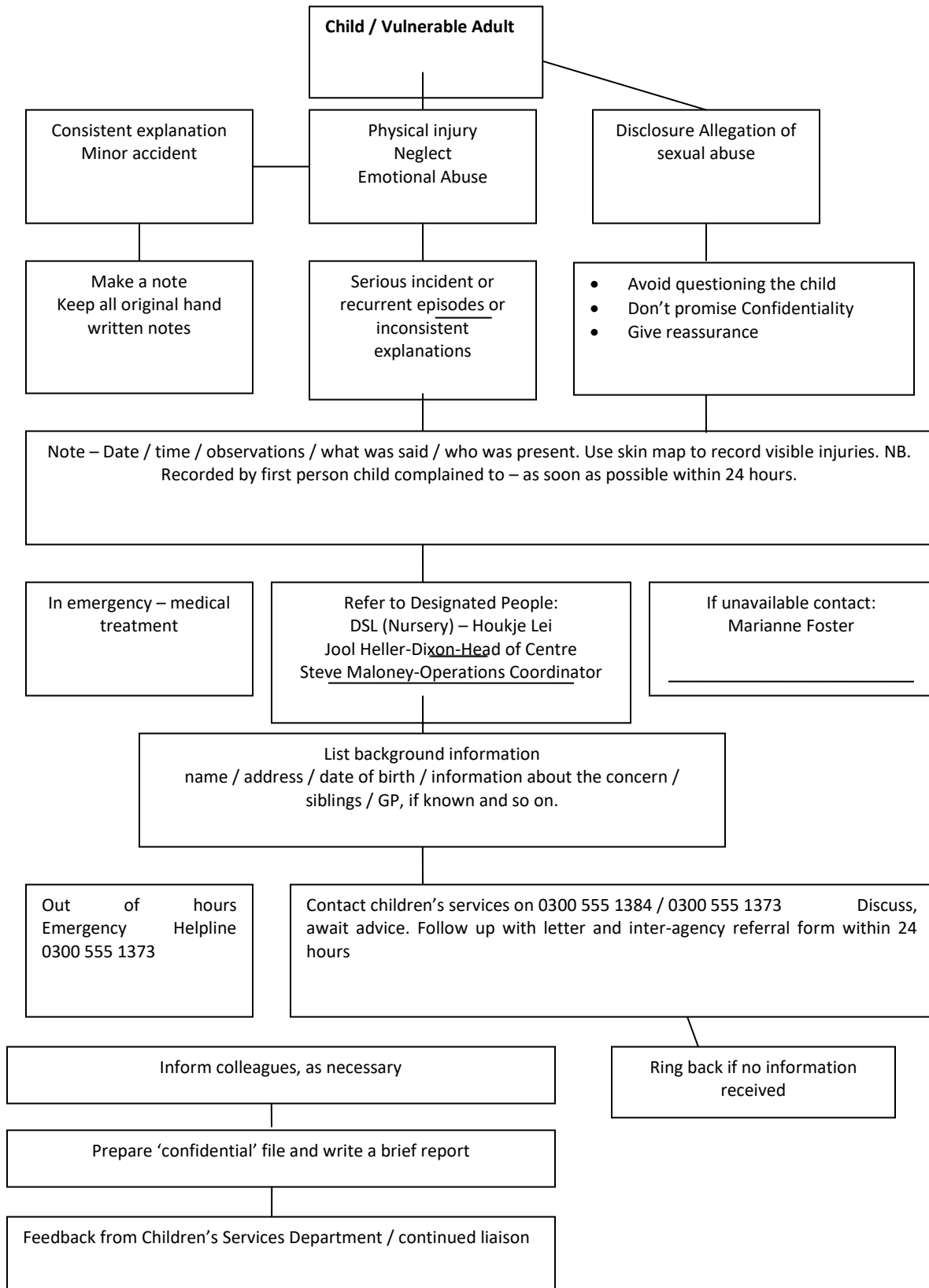
Racist incidents constitute any incident which is perceived to be racist by the victim or any other person. If the victim doesn't want to complain, another person may do so.

Discrimination in any form is unacceptable, regardless of whether there was any intention to discriminate or not.

Service provision

- All Carroll Centre services and activities are covered by this policy.
- We will promote equality and diversity in our work with our partners, other agencies or individuals.

- All partners of the Carroll Centre and outside contractors will be required to support our Equality and Diversity policy.



E-safety

If staff suspect or are made aware of inappropriate or illegal use of IT or electronic devices they should follow the E-safety procedure.

Confidentiality

The safety of the child/vulnerable adult is paramount. Information must be shared with other childcare professionals if it is in the interests of keeping the child/vulnerable adult safe. All child/vulnerable adult protection records will be locked securely at the Centre and be accessible only to the Designated Person and designated managers.

Allegations against staff

In the event of an allegation or concern about a member of staff's conduct with a child/vulnerable adult, the matter should be raised with the Designated Person (see child protection procedures flow chart below). If the allegation or concern is about the Designated Person then the matter should be raised with the Chair of Trustees.

The Local Area Designated Officer (LADO) covering the Winchester Area is the person to contact regarding serious concerns about people working with children.

E-mail: child.protection@hants.gcsx.gov.uk

Telephone: 01962 876364.

