



## Bude Coastal Community Team

# Equality, Diversity & Inclusion Policy

---

Bude Coastal Community Team (BCCT) is committed to the principles of equality and diversity and opposes all forms of unlawful or unfair discrimination on the grounds of age, disability, sex, sexual orientation, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, or unrelated criminal convictions.

In accordance with the Equality Act of 2010, this policy seeks to promote equality and eliminate unlawful discrimination, harassment or victimisation on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation (the protected characteristics).

BCCT will:

- eliminate unlawful discrimination, harassment, victimisation, bullying and any other conduct prohibited by the Act;
- advance equality of opportunity between people who share a protected characteristic and people who do not share it;
- foster good relations between people who share a protected characteristic and people who do not share it.

All directors, staff, contractors and associated personnel are made aware that it is an offence to breach BCCT's policy to discriminate, harass or victimise.

Our commitment is to actively promote an environment in which everyone feels valued during recruitment, training courses or employment. We strive vigorously to ensure that the guidance given to individuals, partners and all service users will actively combat bigotry and discrimination.

BCCT will comply with anti-discriminatory laws and ensure equality and diversity of opportunity in all educational, training and employment fields.

The directors of BCCT will be responsible for implementing and monitoring the effectiveness of the policy and its application and it will be regularly monitored to ensure its effectiveness. No person will be adversely affected as a result of bringing a complaint on any unlawful harassment. It is, however, the duty and responsibility of all working on behalf of BCCT, in whatever capacity, to promote equality of opportunity within their own spheres of responsibility.

Anyone who feels that they have been treated unequally on any of the grounds listed above should make a complaint to the Chair of BCCT and the complaint will be dealt with, as a matter of urgency, under the company's grievance procedure.

**Declaration:** I will review and revise this policy as necessary and at regular intervals:

**Paul Tilzey, Chair, Bude Coastal Community Team**

Date: 1<sup>st</sup> July 2019

Review date: July 2020