

# ALDGATE CONNECT

## EQUALITY, DIVERSITY AND INCLUSION POLICY

---

### Introduction

The Aldgate Connect BID values the rich diversity and creative potential people with different backgrounds, skills and abilities bring to the workplace and across all projects and interventions conducted by the BID. Our equal opportunities policy aims to treat all current and prospective staff and client groups fairly, with dignity and respect.

We are committed to encouraging equality, diversity and inclusion and eliminating unlawful discrimination and will not tolerate unfair treatment on any grounds. In applying this policy, we recognise our obligations [Equality Act 2010](#). However, our policy is not just about legal compliance it goes wider as it is seen as good practice and makes good business sense. We will be proactive in promoting our commitment to equality and diversity by truly being representative of all sections of society.

### The policy's purpose is to:

- provide equality, fairness and respect for all in our employment, services and practices
- provide services that do not unlawfully discriminate against any group of people in relation to their protected characteristic. These are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation as detailed in the Equality Act 2010. We also extend this to socio economic background.
- ensures that we establish an environment in which everyone can feel safe and work effectively and confidently.

### Aldgate Connect BID commits to:

- Encourage equality, diversity and inclusion as good practice and good business sense
- Creating a working environment that is free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.
- Taking seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.
- Review relevant practices and processes when necessary to ensure fairness, and also update them and the relevant policy to take account of changes in the law.

- Monitor the make-up of the workforce against relevant services provided, with regards to the relevant protected characteristics to ensure services are fit for purpose and meeting the needs of the community. This will also include an annual review of how the equality, diversity and inclusion policy, and any supporting action plans, are working in practice and considering necessary action to be taken to address any possible issues found.
- Ensure all staff and those providing services on our behalf receive up to date training on Equality Act 2010 and understand their obligations to discharge their duties with in it.

### **Different Types of Discrimination**

We recognise that discrimination can take different forms: -

#### **Direct discrimination**

This means treating one person worse than another person because of a protected characteristic. For example, a promotion comes up at work. The employer believes that people's memories get worse as they get older so doesn't tell one of his older employees about it, because he thinks the employee wouldn't be able to do the job.

#### **Indirect discrimination**

This can happen when an organisation puts a rule or a policy or a way of doing things in place which has a worse impact on someone with a protected characteristic than someone without one. For example, a local authority is planning to redevelop some of its housing. It decides to hold consultation events in the evening. Many of the female residents complain that they cannot attend these meetings because of childcare responsibilities.

#### **Harassment**

This means people cannot treat you in a way that violates your dignity, or creates a hostile, degrading, humiliating or offensive environment. For example, a man with Down's syndrome is visiting a pub with friends. The bar staff make derogatory and offensive comments about him, which upset and offend him.

#### **Victimisation**

This means people cannot treat you unfairly if you are taking action under the Equality Act (like making a complaint of discrimination), or if you are supporting someone else who is doing so. For example, an employee makes a complaint of sexual harassment at work and is dismissed as a consequence.

#### **Related terminology**

**Equality** means fairness: ensuring that individuals, or groups of individuals, are not treated less favourably because of their protected characteristics. It also means **equality of opportunity**: we must ensure that people who may be disadvantaged can get the tools they need to access the same, fair opportunities as their peers.

**Diversity** is recognising, respecting and celebrating each other's differences. A diverse environment is one with a wide range of backgrounds and mindsets, which allows for an empowered culture of creativity and innovation.

**Inclusion** means creating an environment where everyone feels welcome and valued. An inclusive environment can only be created once we are more aware of our unconscious biases and have learned how to manage them.

### **Protected Characteristics**

Everyone in Britain is protected by the Equality Act 2010. This is because the Equality Act protects people against discrimination because of the protected characteristics that we all have. Under the Equality Act, there are nine protected characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation