



Equal Opportunities and Diversity Policy

1. It is SCIE's policy to work to address existing inequalities, eliminate discrimination and promote equal opportunities and diversity. SCIE's policy applies to the recruitment and treatment of staff as well as to providing and procuring goods and services.
2. All SCIE staff are responsible for ensuring that they comply with the equal opportunities and diversity policy.

Policy Statement

3. Valuing diversity, equality, fair treatment and social inclusion lie at the heart of the drive to improve quality in social care services. We place these values firmly at the centre of our role and in all aspects of our work.
4. It is our policy that as an employer of staff and as a provider of knowledge services and products, we will work to address existing inequalities, eliminate discrimination and promote equal opportunities and diversity. As a modern organisation and inclusive employer we value and intend to reflect the diverse communities and people who make up the social care sector that we serve. We will develop and support a diverse workforce.
5. We aim to become:
 - a leading organisation for the promotion of equalities and diversity and contribute to social justice through our work and in partnership with other organisations; and
 - an organisation that models best practice by recognising and valuing the contribution of all its staff and which is supportive, just and free from discrimination.
6. We will achieve these aims by:
 - ensuring that in planning, delivering and monitoring SCIE work plans and programmes, equality and diversity issues are considered at the outset
 - building partnerships in the social care sector and other sectors to understand, share, learn and develop best practice in equal opportunities and diversity

- co-produce our work with service users and carers and their organisations in a way that takes full account of diversity and equalities
- addressing and integrating knowledge about equalities and diversity in SCIE products and services
- treating all employees and job applicants fairly, equally and without discrimination (directly or indirectly)in accordance with the Equality Act 2010 and the 9 protected characteristics therein :

1. Age
2. Disability
3. Gender Reassignment
4. Marriage and Civil partnership
5. Pregnancy and maternity
6. Race
7. Religion and belief
8. Sex
9. Sexual orientation

Or a individuals;

- union membership status
- the active implementation of SCIE's Equality and Human Rights Action Plan (<https://www.scie.org.uk/about/equality-human-rights-objectives-action-plan.asp>)
- adherence to provisions of the Equality Act 2010 which extended the scope of discrimination legislation to cover both Associative and Perceptive Discrimination.

Remedies

7. If a member of staff feels this policy has been breached they should contact their immediate line manager unless there are good reasons for not doing so. Where good reasons exist the member of staff should contact HR or a member of the Executive Management group as appropriate.
8. Potential breaches will be investigated and recourse to relevant policy may include Grievance or Discipline.

Unite role

9. Where Unite, in their role as the recognised trade Union, have concerns with adherence to or application of this policy they should raise this with HR or a member of the Executive Management group as appropriate.
10. Potential solutions will be discussed with Unite and the matter will normally be further investigated and recourse to relevant policy may include Grievance or Discipline.
11. Unite will be consulted during the process and advised on outcomes as appropriate.

Definitions of discrimination:

Direct Discrimination

12. Under the Equal Opportunity Act 2010, direct discrimination occurs if a person treats, or proposes to treat, someone unfavourably because of a personal characteristic protected by law.

Indirect Discrimination

13. Under the Equal Opportunity Act 2010, indirect discrimination will occur where a person imposes, or proposes to impose, a requirement, condition or practice that has, or is likely to have, the effect of disadvantaging people with a protected attribute, and that is not reasonable.

Associative Discrimination

14. Where an individual is directly discriminated against or harassed for association with another individual who has a protected characteristic. For example associative discrimination could occur if an employee is overlooked for promotion because they care for an elderly relative.

Perceptive Discrimination

15. Where an individual is directly discriminated against or harassed based on a perception that he or she has a particular protected characteristic when he or she does not, in fact, have that protected characteristic. For example, perceptive discrimination could occur if an employer decides not to promote a member of staff because they believe they have a disability.