

Equal Opportunity and Anti-Discrimination Policy



Purpose of the Policy

Renaissance UK is committed to creating and maintaining an environment in which everyone is treated with dignity, respect, fairness, and equality.

The purpose of this policy is to ensure that no individual experiences discrimination, harassment, victimisation, or unfair treatment because of who they are or any protected characteristic. We recognise that equality, diversity, and inclusion are fundamental to delivering high-quality services, supporting our workforce and volunteers, and creating a positive and welcoming environment for all.

This policy outlines our commitment to promoting equality of opportunity and fostering an inclusive culture in which differences are valued and respected. It applies to all employees, volunteers, trustees, contractors, service users, applicants, and anyone acting on behalf of the organisation.

We are committed to complying with all relevant equality legislation and to taking proactive steps to identify and remove barriers that may prevent people from accessing opportunities, services, support, or employment.

Through this policy, we aim to:

- Promote equality of opportunity for all.
- Prevent unlawful discrimination, harassment, bullying, and victimisation.
- Foster an inclusive and respectful culture.
- Ensure fair and transparent recruitment, employment, volunteering, and service delivery practices.
- Recognise and value the diverse backgrounds, experiences, and perspectives of the people we work with and support.
- Continuously review our practices to improve equality, diversity, and inclusion throughout the organisation.

Renaissance UK complies with the Equality Act 2010 and other relevant legislation relating to equality, diversity, inclusion, employment and human rights.



The meaning of Discrimination

The framework of the law describes discrimination as:

Direct discrimination occurs when a person is treated less favourably than another person because of a protected characteristic.

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The meaning of Discrimination (Continued)

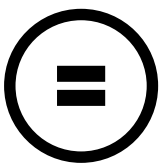
The protected characteristics defined by the Equality Act 2010 are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Indirect discrimination occurs when an unjustifiable requirement or condition is applied equally to all groups, but this has a disproportionately adverse effect on one group. For example "A business is recruiting for a head of sales. In line with their usual recruitment policy, they only advertise the job internally. The only people who could apply internally are all men. The business does not intend to discriminate. But it could still be indirect discrimination based on sex."

Victimisation

Victimisation can occur when a person is treated less favourably because they have complained about discrimination or harassment.



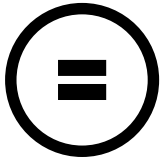
Equal Opportunities

Renaissance UK is committed to ensuring equal opportunities in the workplace for all its employees, volunteers, service users and visitors.

It is our policy to treat all employees, volunteers, service users and visitors equally and fairly irrespective of their race, religion, nationality, pregnancy status, long term conditions (including HIV and Hepatitis), ethnic origin, nationality origin, gender reassignment or trans status, marriage and civil partnership, responsibility for dependants, age, sexual orientation or disability.

Our working philosophy is of being a confidential, non-judgemental, supporting and listening service to users and/or their carers. Renaissance recognises that there are disadvantaged groups within society and therefore our responsibility as an organisation is to reduce the causes of these disadvantages.

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Equal Opportunities (Continued)

This policy applies to all aspects of Renaissance's working practice including the recruitment and selection of employees and volunteers, terms and conditions of employment and volunteering, training, client assessment, allocation of work, discipline and grievance procedures and termination of employment.

The agency will promote and ensure equal opportunities and non-discrimination and, in particular, will monitor race, gender and disability in relation to its staff profiles. We will strive to achieve an appropriate representation and the promotion of the service to all those who are considered as marginalised groups and communities.

Renaissance aims to provide training opportunities for both staff and volunteers in order to facilitate and develop their personal knowledge, competence, skills and confidence in their own ability, thereby ensuring the necessary support to carry out duties in conjunction with the service users.

Renaissance recognises the sensitivity around why service users access the service and recognises the stigma facing service users and their families. The service is fully committed to providing equal treatment for all who use the service.

All workers and volunteers must acknowledge, adhere and be committed to the confidentiality policy, together with service users' privacy, confidentiality and dignity being protected in accordance with organisational policies, legal requirements and professional standards.

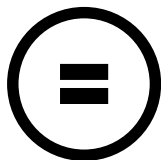
Renaissance will view any breach of the policy, or any type of discriminatory action against any employee, volunteer, client or visitor very seriously. Any employee who breaches the principles of equal opportunity outlined in this policy will be liable to disciplinary action, which may result in dismissal for gross misconduct.

All employees and volunteers should be aware that they are subject to the requirements of the law in respect of discrimination. Individuals must comply with Renaissance Equal Opportunity and Anti-Discrimination Policy and be aware of its contents.

The Principles of Equal Treatment

- All employees, volunteers, service users, job applicants and visitors will be treated with dignity and respect.
- All employees, volunteers, service users, job applicants and visitors will be treated fairly and equally regardless of their race, religion, nationality, pregnancy status, HIV/Hepatitis status, ethnic origin, nationality origin, gender, gender reassignment or trans status, marriage and civil partnership status, responsibility for dependents, age, sexual orientation or disability.
- Creating a working environment free from unlawful discrimination.

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Equal Opportunities (Continued)

The principles of Equal Treatment (Continued)

- Applying this policy to recruitment and selection, terms and conditions of employment including pay, promotion, allocation of work, training, and every other aspect of employment.
- Creating a workplace where all employees are confident of fair access to opportunities.
- Having a mechanism in place where any problem or complaint can be solved via procedures and policies.

We are committed to creating an environment in which individuals are treated with dignity, respect and confidentiality, in line with our policies and procedures.



Equality Legislation

Renaissance UK is committed to complying with all relevant equality, diversity and employment legislation.

Our approach is informed by the Equality Act 2010, which protects individuals from discrimination, harassment and victimisation on the grounds of the nine protected characteristics noted on Page 2.

Renaissance UK will also comply with all other relevant legislation relating to employment, human rights, health and safety, data protection and safeguarding.

We recognise our duty to make reasonable adjustments for disabled employees, volunteers, applicants and service users in order to reduce barriers to participation and access.

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Recruitment Equality

Any job advertisement that Renaissance UK issues must be worded in such a way that it does not directly discriminate against, or discourage applications from, any particular group.

Renaissance UK may only deliberately discriminate in advertising and recruitment as is allowed by law, only if the job requires a particular type of person for reasons of decency or authenticity, then the advertisement may be selective. An example of this would be requiring someone who is male presenting in an advertisement for a Public Sex Environment Outreach Role.

Equality monitoring information will be collected separately from application forms and will not be made available to recruiting managers involved in shortlisting or selection decisions.

Premises used for interviews should be accessible for disabled candidates and the timings of interviews should be flexible to facilitate candidates with family commitments.

Selection will be conducted solely on the basis of the candidate's relative merits and abilities.