

ELEVATED UP CIC

Equal Opportunities Statement and Policy

For

Name of Club	Elevated UP
Location	Unit 2 Onkar House, Winster Grove, Great Barr, Birmingham, B44 9EG
Contact Person	Emma Hobbis
Date	21/1/25

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The ELEVATED UP Board of Directors are made up from a diverse group of individuals and adopts this Equal Opportunities Statement and Policy, which supports our vision and values by setting out our commitment to:

- Promoting equality of opportunity
- Promoting good relations between people with diverse backgrounds and needs
- Eliminating harassment, unlawful and institutional discrimination and victimisation

Responsibility Statement

ELEVATED UP will not discriminate against or treat any individual less favourably on the grounds of age, gender, marital status, race, disability, colour, sexual orientation, nationality, ethnic origin, religion, social background or any other irrelevant distinction.

ELEVATED UP recognises that groups can experience inequalities in their lives, including:

- Black people and people from other minority groups
- Disabled people
- Lesbian, gay, bisexual and transgendered people
- Women
- Social class
- Religious beliefs
- Cultural practices
- HIV status

ELEVATED UP acknowledges that institutional structures, practices and procedures can be discriminatory. We are committed to complying with all United Kingdom (and European Community) anti-discriminatory legislation which can help the fight against disadvantage and discrimination. We will not tolerate harassment, discrimination or victimisation on any grounds.

Employment

All employees and members accept their personal responsibility in the practical application of this policy.

All appointments, whether for staff or volunteers, are carried out in accordance with ELEVATED UP's CIC Fair Recruitment and Selection Procedure, and anyone involved in staff and volunteer recruitment will be appropriately trained.

All relevant aspects affecting the composition of the work/volunteer force; including applications, short-listing, interviews, appointments, promotions, departures or dismissals, are monitored and the information obtained is actively used to devise action plans, positive action training and other steps to promote greater equality throughout the organisation's work/volunteer force.

Disciplinary cases and grievances are carried out in accordance with ELEVATED UP's CIC disciplinary procedures and/or Employment Code of Practice, and those staff/volunteers involved in hearing such cases are appropriately trained and/or experienced.

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Discriminatory language and behaviour which offends or threatens colleagues, or any others is not tolerated. Where it is necessary, action to deal with such instances will be taken under ELEVATED UP and/or the organisation's disciplinary procedure.

ELEVATED UP does not tolerate inappropriate language, behaviour or violence to staff or volunteers by service users, and again will take appropriate action to protect staff or volunteers if such incidents occur.

Training

ELEVATED UP recognises the importance of developing staff or volunteers to meet the needs of a diverse range of users and to contribute fully to our corporate priorities. A wide variety of training programmes is available to staff and volunteers.

Relations with outside organisations/contractors

ELEVATED UP promotes its values on equality of opportunity in its dealings with members, partners and other outside organisations, contractors, suppliers.

Communication

ELEVATED UP will continue to make facilities available to enable staff and volunteers at all levels to communicate effectively with (for example, those people whose first language is not English, people who are deaf or have a hearing impairment, those who are blind or visually impaired).

Consultation

Individuals and groups who represent the needs of all groups will be consulted throughout the decision-making process on issues which affect them in order for ELEVATED UP to maintain up-to-date awareness of their needs and requirements.

Monitoring and evaluation

This policy will continue to be monitored and evaluated to ensure that it is kept relevant and up to date. Key information on important aspects of recruitment, employment and business operations will continue to be collated and analysed to obtain a detailed understanding of how policies and practices are working towards creating equality of opportunity. ELEVATED UP will monitor its use of services, participation, volunteer, employee and community engagement. Action will be taken to deal with any disparities that are identified.

Definitions

Direct discrimination: When a person or group is treated less favourably directly because of a personal characteristic, such as race, gender, disability, religion, age or sexual orientation. **Direct discrimination is unlawful.**

Indirect discrimination: Where a criterion, policy, procedure, practice or condition which applies equally to everyone has the effect of disadvantaging people from a particular group and cannot be justified. **Indirect discrimination is unlawful.**

Institutional discrimination: Where, for example, an organisation's processes, procedures, attitudes, behaviours or organisational structures, through unwitting prejudice, ignorance, thoughtlessness and stereotyping, amount to less favourable treatment. **Institutional discrimination is unlawful.**

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Harassment: Unwanted conduct that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment having regard to all the circumstances and the perception of the victim; harassment can include behaviour that is offensive, frightening or in any way distressing. It may be intentional bullying, which is obvious or violent, but it can also be unintentional or subtle and insidious. It may involve behaviour which may not be intended to be malicious but nevertheless is upsetting. It may be about the individual's personal identity or it may be about the identity of those with whom the individual associates. It may not be targeted at an individual(s) but consist of a general culture. **Harassment is unlawful.**

Victimisation: When an individual is treated detrimentally because they have made a complaint or intend to make a complaint about discrimination or harassment or have given evidence or intend to give evidence relating to a complaint about discrimination or harassment. Victimisation is unlawful. If victimisation happens or if organisations fail to take reasonable steps to prevent it from happening, they may be liable and may be ordered to pay compensation.

Date: 21th January 2025

Review Date: January 2026