



DISABILITY ACTION HARINGEY

Version 1.2	Date 30/07/2024
Named Safeguarding Lead	Chief Executive Officer
Review Date	30 December 2025
File Location	BOT Policy Folder
Signed	G Day

EQUALITIES, DIVERSITY AND INCLUSION POLICY

Equalities and Diversity Statement

Our vision of DAH is of a modern charity which, through its Equalities, Diversity and Inclusion policy, ensures that it

Introduction

Disability Action Haringey is committed to working towards eliminating all forms of discrimination both through its activities and through its employment policies and practices, but, in particular, against deaf and disabled residents in Haringey. Recognising that passive policies will not achieve change, Disability Action Haringey will, through regular monitoring of policies and practice, take active steps to combat discrimination against deaf and disabled residents from the diverse communities of Haringey through its activities.

- We will take action to recruit and promote people from all backgrounds, at every level and across all services in our organisation because of the additional value, knowledge and personal qualities they bring.
- We want our staff, volunteers and the people who use our services to feel respected and supported, and that their identity and individuality is valued. We commit to oppose all forms of prejudice, discrimination, harassment and exclusion against staff and beneficiaries of our service provision. We believe that people of all identities and viewpoints have the right to be safe and be treated with respect by organisations they go to for help and advice.
- We commit to not tolerate any form of unacceptable behaviour, harassment, discrimination, bullying (including cyber bullying) or victimisation in any area of employment or in the provision of our services to our service users.
- We will take action, individually and with our partners to raise standards and make our services culturally sensitive, relevant and accessible to meet the needs of all the people we serve.
- We will demonstrate our commitment through actions and we will communicate both our intentions and our actions to our workforce and among the communities we serve.

- We also have a role in challenging inequality, prejudice and ignorance about and directed towards all disadvantaged groups, but, particularly towards deaf and disabled people in the borough.
- As a deaf and disabled user led organisation, we commit to ensure our membership reflects the diversity of our community.
- DAH also commits to ensuring the voices of all deaf and disabled residents accessing our services are heard and their voices amplified. DAH will respond fairly to ensure where all deaf and disabled residents taking part in our activities have an equal voice through our activities. DAH aspires to become a platform to amplify the voice of deaf and disabled residents in Haringey as best as possible.
- DAH is committed through our work to removing barriers faced by blind and visually impaired members of the community by empowering blind and visually impaired members of the community of all ages to play a full part in the work of DAH and through our advocacy of their rights in the local community. DAH believes empowerment of individuals who are blind and visually impaired is crucial to achieving goals in life.

DAH believes everyone has a part to play to break down these societal barriers and promote inclusion. DAH aspires to a society in which all members of our community are treated with fairness and respect.

- DAH is committed to ensuring full participation of all DAH members, staff and volunteers in our activities and management will take all reasonable steps to help anyone that may require adaptations and/or reasonable adjustments to fully take part in our activities.
- DAH also aspires to a society where all LGBT+ and in particular deaf and disabled people LGBT+ in Haringey are informed and empowered. We will actively aim to encourage LGBT+ deaf and disabled residents to get involved in our activities at DAH through our membership scheme and/or through volunteering with us. DAH is committed to both eliminating all forms of discrimination on grounds of sexual orientation and we also see ourselves as active allies of Haringey's LGBT+ communities.

- We also commit to offering an environment for our membership that allows for deepened community integration through meetings and events by creating meaningful opportunities between people who might not otherwise meet.

We require all members of our community to recognise these commitments and act in accordance with them. In addition, we will comply with all relevant legislation and good practice.

No individual will be unjustly discriminated against. This includes, but is not limited to, discrimination because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The actions we take and our commitments we set in this policy will look to recognise, acknowledge and celebrate all sections of the deaf and disabled populations in Haringey and the intersectional nature of all their identities.

Statutory Obligations

DAH has statutory obligations to promote equalities through the following key pieces of legislation.

- Equality Act 2010
- Equal Pay Act 1970
- Commission for Racial Equalities Code of Practice
- Sex Discrimination Act 1975
- Disability Discrimination Act (1995 & 2005)
- Disability Rights Commission Employment Code of Practice
- Employment Equality (Age) Regulations 2006

DAH also has a responsibility to address specific aspects of equal opportunity or discrimination through other pieces of legislation. (These can be found in appendix 1 - Glossary of Equal Opportunities Terms, Concepts and Processes).

DAH will ensure that no staff member, applicant, or other person is unlawfully or unfairly discriminated against, in accordance with the Equality Act 2010 on the grounds of any 'protected characteristic'.

DAH will have a responsibility to promote equality on the basis of age through working to the standards set out in the Employment Equality (Age) Regulations 2006 which came into force in October 2006.

DAH will have responsibilities to promote equalities on the grounds of sexual orientation through working to the standards of the Government's Code of Practice on Discrimination on the grounds of Sexual Orientation in Employment, which came into force on the 1st December 2003.

DAH also has a responsibility to ensure compliance with the Human Rights Act (1998) which came into effect on the 2nd October 2000.

Equalities and Diversity

Implementing an Equalities and Diversity policy will ensure that:

- We work actively towards providing services and resources relevant to all D/deaf and disabled people, people with learning disabilities and those that use mental health services in the communities that we serve and are perceived by them as doing so.
- We remain committed to promoting equality for everyone and reflecting the full diversity of the community in all its services.
- We strive to provide equality of access to all our services for all D/deaf and disabled people, people with learning disabilities and those that use mental health services.
- We provide services in a manner that is sensitive to the individual whatever their background and circumstances.
- We represent the needs of our diverse communities to other agencies and make Equalities and Diversity key guided principles in all our strategic partnership work.

- Our workforce reflects the increasing diversity of the community it serves and builds their capacity to respond to changing patterns of local need.
- We recognise the strength that lies in difference and the positive contribution that all forms of diversity make to the richness of life in society. We will take positive action to realise our declared Equality and Diversity objectives.
- We are committed to eliminating discrimination on the grounds of:
 - Class
 - Age
 - Disability
 - Race (including colour, ethnic origin, nationality, natural origin)
Gender (including gender identity, gender re- assignment)
 - Transgender / Transsexual
 - HIV / AIDS status
 - Marital status
 - Religion or belief
 - Caring responsibility for dependants
 - Sexual orientation
 - Unrelated criminal conviction

Detailed definitions of each can be found in Appendix A – Glossary of Equal Opportunities Terms, Concepts and Processes.

To achieve Equality and Diversity will require a whole organisational approach that focuses upon its implementation into the following areas:

- Service Delivery
- Employment Issues
- Partnership work with Statutory, Voluntary and Independent Sectors

These key areas will enable DAH to address and include Equalities and Diversity at every stage in policy, planning and service delivery.

Supporting Statements of Equalities & Diversity

DAH has a commitment to the principle and operation of equality of opportunity in terms of the delivery of quality services to all the clients that use our services and to our employment practices. At the centre of our Equalities & Diversity strategy is our determination to effectively tackle all forms of discrimination, whether based on race gender, disability, transgender / transsexual status, sexuality or age that exists both within DAH and the local community.

DAH has agreed the following supporting statements of principle:

Equality for Disabled People

DAH is committed to:

- Challenging the common assumption that disability equals inability. DAH considers that the major obstacles faced by disabled people are the loss or limitation of opportunities that prevents disabled people taking part in the mainstream life of the community on an equal level with others due to physical social and attitudinal barriers,
- Endorsing the right of disabled people to lead an independent life and will base its policies and its provision on the principle of eradicating the various barriers to the full participation of disabled people,
- Working to eliminate unintended, institutional discrimination against disabled people in its policies, procedures, practices both in term of service provision, employment and volunteering. We will also ensure its future policies, procedures and practises are proofed in terms of disability equality,
- Accepting its responsibilities to inform itself of ways to meet the needs of disabled people, including complying with the requirements of the Disabilities Discrimination Act 1995,

- Applying the Social Model of Disability,
- Keeping its recruitment process under review to ensure that it does not discriminate against applicants,
- Ensuring that disabled candidates who meet the criteria for employment are offered an interview,
- Acknowledging that D/deaf and disabled people can also experience other types of discrimination or disadvantage and, in its work to achieve equality for D/deaf and disabled people, it will protect the rights of those who face discrimination due to their: age, race, gender, sexual orientation, and religious beliefs.

Equality on the basis of Age

DAH is committed to:

- Expressing its concerns about the discrimination experienced both in seeking employment and when in employment by people on the grounds of their age. DAH is also concerned about any age-related discrimination when seeking to access or when using DAH's services
- The belief that age-related discrimination, based on a wider prevalent ageism, which ascribes negative assumptions to employees and potential employees on the grounds of age is unjustifiable and that this can deny DAH access to the skills and experience of diverse age groups
- Recognising that ageism or age-related discrimination affects both older and younger people. However, DAH also recognises that the older you become, the more intense the problem of discrimination on the grounds of age
- Working to eliminate any unintended institutional age discrimination in its employment related policies, procedures and practices

- DAH is further committed to ensuring that future policies, procedures and practices are equal opportunities based in terms of age
- A recruitment policy, which ensures that ability to do the job, and no other factors, including age, will constitute criteria for appointment. The only exception to this policy will be those where there is a statutory age qualification
- Acknowledgement that older people can also experience other types of discrimination and in its work to achieve equality for the, following communities: elderly, D/deaf and disabled, black and minority ethnic community, LGBTQ+, carers, other relevant disadvantaged groups.

Race Equality

DAH is committed to:

- Opposing the harmful effects of racism, which subjects black and minority ethnic people to negative attitudes and treatment resulting in racial discrimination, hatred and harassment and loss of opportunity.
- Working to eliminate racism within its internal structures and organisational culture as well as encouraging non-discriminatory behaviour and attitudes. In this way we will seek to eradicate institutional racism in its many forms, including words, conduct or processes that advantage or disadvantage people because of their colour, culture or ethnic origin
- Working to eliminate both direct and indirect discrimination against black and minority ethnic people in its policies, procedures and practice, both in terms of service provision employment and volunteering. We will also ensure that future policies, procedures and practices are equal opportunities based in terms of the race equality issues
- The provision of equal access to its services and equal treatment of its employees, volunteers, job applicants and the people who use its services, regardless of their colour or ethnic origin. We will also take the necessary

steps to ensure the views of the black and minority ethnic communities are taken fully into account as an integral part of DAH' consultation processes

- Striving to ensure that the increasing diversity of the borough results in a representative workforce, recognising that this will create a stronger and more effective organisation
- Recognising that racial discrimination and disadvantage impact adversely upon different communities in different ways and that this results in issues of different relevance to the various needs of the different black and minority ethnic groups to ensure that service delivery and employment practices are responsive and relevant to all black and minority ethnic groups
- Acknowledgement that black and minority ethnic people can also experience other types of discrimination or disadvantage and, in the pursuit of racial equality and social justice, it will ensure full consideration of the needs of the black and minority ethnic, elderly, D/deaf and disabled, carer, LGBTQ+, and other disadvantaged communities.

Equality for Women

DAH is committed to:

- Assessing the impact of its policies and practices on women and feeding the outcomes of such processes into future decision making and service planning
- Accepting that the effects of structure, procedures and individual behaviour can be sexist even if there is no specific intent to sexually discriminate
- Providing equal access to its services and equal treatment of its employees, volunteers and of people who use its services regardless of their gender
- Working to eliminate unintended institutional discrimination against women in its policies, procedures and practise both in terms of service provision, employment and volunteering. DAH is further committed to ensuring that

future policies, procedures and practices are proofed in terms of gender equality issues

- Developing family friendly and flexible working arrangements to ensure that women, who still carry the vast burden of caring responsibilities, can pursue a career and reconcile it with their other commitments
- Recognising that women can also experience other types of discrimination and disadvantage and in its work to achieve equality for women; it will ensure full consideration of women who are part of the following communities: Black and Minority Ethnic, D/deaf and disabled, LGBTQ+, people with caring responsibilities and other relevant groups.

Equality for the LGBTQ+ Community

DAH is committed to:

- Acting upon its concern about the discrimination faced by the Lesbian, Gay, Bisexual and Transgender (LGBTQ+) community. The discrimination can range from stereotyping through institutional discrimination to homophobic, biphobic or transphobic violence. The effect of such discrimination is to deny equality of opportunity to LGBTQ+ people.
- Striving for provisions of equal access to its services and equal treatment of people who use its services and its employees who are LGBTQ+
- Recognising the extent of the problem of discrimination against LGBTQ+ community is difficult to measure because of the pervasiveness of homophobia, biphobia and transphobia.
- Assessing the impact of its policies and practices on local LGBTQ+ people and feeding the outcome of such scrutiny into future decision making and service planning
- Accepting that the measures to tackle other forms of discrimination may not necessarily be appropriate to deal with homophobia and issues relating to the LGBTQ+ community. A key test is to actively assist the development of a non-

discriminatory workplace environment in which LGBTQ+ people are free from harassment and feel safe in coming out

- Ensuring the right of LGBTQ+ people to be open about their sexuality and gender identity in all circumstances
- Working to eliminate unintended discrimination against LGBTQ+ people in its policies, procedures and practices both in terms of service provision, volunteering and employment
- DAH recognises that LGBTQ+ people can also experience other forms of discrimination or disadvantage and in its work to achieve equality of LGBTQ+ people it will ensure that full consideration be given to the needs of the following communities: LGBTQ+, elderly, black and minority ethnic, D/deaf and disabled, people with caring responsibilities and other relevant groups.

Responsibility

The Board of Trustees will assume primary responsibility for ensuring that DAH upholds and implements this policy. It is the responsibility of the Chief Executive to plan and provide services to uphold and develop this policy. All DAH trustees, staff and volunteers will be expected to adhere to the organisation's policy in the course of their work or on behalf of DAH. Failure to adhere to this policy may result in disciplinary action being taken. An initial guidance on managerial and staff responsibilities under the policy is attached as Appendix B –Managerial & Staff Responsibilities.

Training

DAH recognises the importance of providing appropriate, high-quality training for staff and volunteers to enable them to carry out their obligations under the Equal Opportunities, Equalities and Diversity Policy. All staff are required to complete Equal Opportunity training as part of their Induction with DAH. Refresher training courses will be identified and completed as required.

The following training priorities have been identified:

- Induction – to ensure the full understanding of the Equal Opportunities, Equalities and Diversity Policy as part of the induction process for new staff, volunteers and Board members
- Recruitment – to ensure that all those responsible for the selection and recruitment of staff promote good practice and adopt a pro-active approach to equality and diversity (Please see Recruitment Policy in the Staff Handbook)
- DASH' services – to ensure that staff who are in contact with or attempting to make contact with minority and/or disadvantaged groups acquire and develop the necessary skills.

Recording and Monitoring

DASH will demonstrate its continuing commitment for the implementation of this policy by regular review and monitoring.

It is essential that DASH has an objective, factual means of assessing its effectiveness in implementing the Equal Opportunities Policy to ensure equality and diversity.

All information relating to staff and volunteers required for monitoring purposes will be undertaken and held in compliance with DASH' Data Protection Policy.

Continuous monitoring of the recruitment process will ensure that the recruitment and selection process is non-discriminatory. Furthermore, to ensure equality of opportunity, all recruitment and selection will be undertaken in compliance with DASH' Recruitment Policy.

All services will regularly provide statistics on their clients; these will be monitored by the Chief Executive to ensure equality in service delivery and to improve further planning. Details will also be provided to our funders.

Appendix A:

Glossary of Equal Opportunities Terms, Concepts & Processes

The following definitions are frequently used equalities related terms, concepts and processes:

- **Ableism** – This is a set of ideas and assumptions reflected in attitudes, behaviour and practice which discriminates against people who are differently abled from the majority of able-bodied people.
- **Ageism** – is discrimination against people based on assumptions and stereotypes about their age. These stereotypes are based on “perceived” notions of an individual’s ability and potential (e.g. people over 50 may be considered to be economically unproductive, less able or willing to adapt to change, more difficult to train and a less worthwhile investment). Ageism can be directed at individuals at any age, but it is most commonly targeted at younger or older people. People and organisations acting on negative stereotypes of age lead to discrimination and disadvantage.
- **Caring Responsibilities** – The recognition of the responsibility for the care and welfare of a dependant person or persons. The impact of caring responsibilities disproportionately falls upon women within our society, adversely restricting their employment, education and training opportunities.
- **Celebrating diversity** – DAH will place a positive aspect on all diversity, viewing difference as an asset within both its own workforce and the wider community.
- **Data Collection, Monitoring, Evaluation and Review System** – This is a system which provides detailed information on patterns of service usage by clients. The system facilitates the collection of qualitative and quantitative service data, its analysis, evaluation and input into the review of patterns of employment practice and service provision. Such systems are invariably designed around the following characteristic stages/processes.

The system should identify specific problems relating to employment and the relevance and accessibility of DAH Services. It should also feed into a policy/service review process that should lead to the adoption of pro-active strategies designed to address the problems identified.

- Definition of Disability – The Disability Discrimination Act (1995) provides the following definition of disability:

‘A disabled person has physical or mental impairment which has a substantial, long-term, adverse effect on their ability to carry out day to day duties.’

- Direct discrimination – involves less favourable treatment of a person, because they have a protected characteristic.
- Indirect Discrimination – involves the application of a requirement or condition which, intentionally or not, has a disproportionately adverse effect on a particular group.
- Discrimination by Perception – Direct discrimination also includes situations where someone is treated less favourably because they are perceived to have a protected characteristic.
- Discrimination by Association – It is also direct discrimination when someone is treated less favourably than someone else because they associate with someone with a protected characteristic.
- Victimisation – This is when someone is subjected to a detriment because they have made or supported a complaint or raised a grievance under the Equality Act, or because they are suspected of doing so.
- Domestic Violence – The infliction of physical and mental violence within a domestic setting. It is usually the case that the victims of domestic violence are female and the perpetrators their male husbands or partners. Because the offence is committed within a private sphere, and the frequent and quite natural reluctance of women to report instances, the police have in the past been reluctant to act against perpetrators. However, the problem is now

widely recognised and many local authorities are working in partnership with the Police to assist them in addressing the issue.

- The “Double Shift” – This term refers to the realities of any women’s domestic situation and how it fits in with their employment. Essentially, many women have to complete a “double shift” in the sense that once their duties at work are finished for the day, they then have to take on their domestic duties (e.g. housework, caring responsibilities, etc) in the evening. It is still the case that in the majority of households, domestic duties fall upon the female member of the family.
- Gender – Gender identity which can include being male, female, non-binary, gender-fluid, agender
- Homophobia – This is an irrational fear of lesbians, bisexuals and gay men
- Institutionalised Racism – Institutionalised racism is concurred with racial discrimination that has been incorporated in to structures, processes and procedures of organisations, either because of racial prejudice or because of failure to consider the particular needs of black and minority ethnic groups.
- Lesbian/Gay men – Lesbians and Gay men prefer these terms rather than “homosexual”. Lesbians also prefer the term lesbian rather than “gay woman” because it reflects their separate identities and experiences. The order of reference is also important: the term “lesbian and gay men” is preferred because it seeks to challenge the false assumption that male behaviour is defining and female behaviour is diminutive.
- Sexual Orientation – Sexual orientation describes the direction of an individual's sexuality, often in relation to their own sex or gender. Common terms for describing sexual orientation include bisexual, heterosexual and lesbian or gay.
- Gender Re-Assignment – also known as Transgender – this is a term applied to a variety of individuals, behaviours, and groups involving tendencies that diverge from the gender role (woman or man) Commonly, but not always, assigned at birth, i.e. people who were assigned a gender, usually at birth and

based on their genitals, but who feel that this is a false or incomplete description of themselves.

- Protected characteristic – Under the Equality Act 2010 discrimination is unlawful when it takes place on one of the following grounds, known as protected characteristics:
 - Age
 - Disability
 - Gender re-assignment
 - Marriage and civil partnership
 - Pregnancy and maternity
 - Race
 - Religion of belief
 - Sex
 - Sexual orientation

Appendix B:

Managerial and Staff Responsibilities

Responsibility of Trustees, All Staff and Volunteers

Having a policy statement on equalities and diversity does not in itself ensure that discrimination ceases within DAH. The statement needs to be translated into practice. Its principles must inform all the work of every member of staff. With this in mind, it is vital that each of us accepts his/her responsibility for learning about, understanding and acting in the spirit of the Equalities and Diversity Policy. Discrimination and harassment are serious workplace and community issues. In terms of the workplace, DAH' disciplinary procedures made this clear. It should also be borne in mind that individuals can be legally liable for discrimination under the relevant legislation.

Every member of staff, volunteers and trustees is charged with responsibility for contribution to the creation of a positive and supportive work environment. Similarly, these principles should be upheld in terms of service delivery and the execution of DAH other functions. In particular, not only should the following behaviours be avoided by staff, but should be positively challenged:

- Any manifestation of behaviour that is perceived as personal harassment or bullying
- The intentional or unintentional use of ageist, sexist, racist, homophobic or other forms of language and images that reinforce stereotypical images
- The unfavourable treatment of individuals or groups in society because of their difference to what is perceived as the norm, including making assumptions about people
- The use of hostile or aggressive language or actions towards individuals or groups in society. Jokes and "off the cuff" comment that are or can be perceived as discriminatory and liable to reinforce negative images and stereotypes.

The base line requirement of individuals is that they treat others in a fair and equal basis. Negative and discriminatory assumptions should be challenged. All staff need to appreciate the way in which diversity in the workforce strengthens the capacity of DAH' ability to service local people.

Responsibility of Line Managers

All DAH managers have a special and particular responsibility to ensure that they are both fully aware of DAH Equalities and Diversity Policy and are working to apply it to their own service areas. At the most basic level, line managers should be preventing discrimination, both direct and indirect, conscious and unconscious. Managers are charged with promoting good relations between people of different groups in society and actively challenging prejudice in all its forms. They must ensure that the provision of services and the execution of other functions in their areas are carried out fairly and without discrimination. This means in practical terms, working to provide equal access by all sections of the community to services and the execution of other functions in your area and to eliminate any barriers or obstacles to achieving this. The objective must be to develop and maintain relevant and fully accessible services that meet the needs of the whole community.

Good Equalities & Diversity Policy and practice in service delivery means:

- Providing good quality, relevant and fully accessible services
- Treating each client as an individual in their own right
- Recognising the specific needs and experiences that come with their membership of a particular group in the community
- Developing an awareness and sensitivity of the barriers that obstruct the relationship between particular groups in the community and DAH and the way that it excludes people from receiving a quality service
- Implementing consultation and service monitoring, evaluation and review arrangements and ensuring that this data is fed into policy and service development
- Challenging and dealing with inappropriate behaviour and stereotyping both in the workplace and community and willingly participating in arrangements to record, report and deal with racist incidents, domestic violence and other hate crimes
- Introducing, promoting and participating in initiatives which promote Equal Opportunities and celebrate diversity.

It does not mean:

- Providing a standard service to all members of the community
- Treating all people in the same way

- Being 'politically correct'.

Similarly, DAH should be an environment which is free from physical or verbal abuse, bullying and harassment, where staff with different backgrounds can feel welcome, comfortable and valued. Where this is not the case then managers have specific responsibility to challenge such behaviour and, if necessary, take action under DAH's disciplinary and grievance procedures.

Managers should also foster a culture in which the members of staff feel confident in challenging such behaviour in the workplace and, in the case of it re-occurring, seeking recourse to the grievance procedure. All such challenges and grievances should be taken seriously and thoroughly investigated, prior to a decision being taken on what action is appropriate.

Next Review Date: December 2025