



# **RACE RELATIONS, DIVERSITY & EQUALITY POLICY**

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## 1. INTRODUCTION

This booklet contains details of the Race Relations, Diversity & Equal Opportunities Policies applicable to all employees of United Safe Care Ltd. This policy also applies to agency workers, self-employed workers and anyone else who is doing work for United Safe Care.

Recommended working practices and procedures are outlined to ensure:

- The integrity of systems used by United Safe Care.
- Effective and efficient working practices.
- The eradication of any discrimination and harassment.
- The promotion of equality throughout United Safe Care Limited.
- Compliance with all relevant United Kingdom and European Union legislation, namely;
  - The Race relations Act (1976) (amendment) Regulations 2003.
  - The Equal opportunities Act (2010)
  - The Sex discrimination Act (1975).
  - The Equal Pay Act (1970).
  - The Disability Discrimination Act (1995).
  - The 2006 Employment Equality (Age) Regulations Act.
  - The Gender Equality Duty (2007)
  - The Equality Act (2010)

All of these Acts deal with matters which fall under the heading of employment law as that is the main area of their concern. It should be noted that many of these acts have been around for over twenty years. **Diversity, Equality of Opportunity** and the prohibition of **Discrimination** are **NOT** new!

Employees are strongly advised to remain familiar with these policies.

This policy is incorporated into every employee's contract of employment, and breaches of this policy are **disciplinary offences or may lead to legal proceedings under the Public Order Acts.**

**Serious breaches will result in summary dismissal for a first offence.**

Any amendments will be displayed on appropriate Company notice boards for a reasonable period of time and updated booklets issued from time to time.

## **2. Definition of an ETHNIC GROUP:**

**Ethnic group is a broad definition which may include any group with a shared culture or history. It does not include Rastafarians (*Crown Suppliers v Dawkins 1993*) speakers of a particular language (e.g. Welsh) are not ‘ethnic’ group *per se* (*Gwynedd County Council v Jones 1986*); it would need to be shown that such people belonged to a group with shared culture or history before they come under the provisions of the Equality Act.**

### **Exceptions:**

**Where there is a ‘genuine’ occupational qualification’ in respect of race, colour etc, there may be an exception. Examples would be table servers in an oriental restaurant or where actors and actresses are wanted for specific roles.**

## **Definition of DIVERSITY:**

**Diversity consists of visible & non visible differences, which will include, gender, age, background, race, disability, sexual orientation, personality & work style.**

**Work-based diversity is founded on the premise that harnessing these differences will create a (more) productive environment in which everyone feels valued, where their talents are being fully utilised and in which organisation goals are met.**

### 3. DISCRIMINATION AND EQUALITY

- The headings of **age, disability** (which includes mental health and people diagnosed as clinically obese), **race, religion or belief, sex, sexual orientation, gender reassignment** (people who are having or who have had a sex change, transvestites and transgender people), **marriage and civil partnership**, and **pregnancy and maternity** are now to be known as '**protected characteristics**'.
- There are now seven different types of discrimination:
  - **Direct discrimination:** discrimination because of a protected characteristic.
  - **Associative discrimination:** direct discrimination against someone because they are associated with another person with a protected characteristic. (This includes carers of disabled people and elderly relatives, who can claim they were treated unfairly because of duties that had to carry out at home relating to their care work. It also covers discrimination against someone because, for example, their partner is from another country.)
  - **Indirect discrimination:** when you have a rule or policy that applies to everyone but disadvantages a person with a protected characteristic.
  - **Harassment:** behaviour deemed offensive by the recipient. Employees can claim they find something offensive even when it's not directed at them.
  - **Harassment by a third party:** employers are potentially liable for the harassment of staff or customers by people they don't directly employ, such as a contractor.
  - **Victimisation:** discrimination against someone because they made or supported a complaint under Equality Act legislation.
  - **Discrimination by perception:** direct discrimination against someone because others think they have a protected characteristic (even if they don't).

#### **4. United Safe Care Race Relations, Diversity & Equality Policy**

**This company operates a Race Relations, Diversity and Equality Policy**

**It is the duty of each of our employees to ensure that they are fully aware of the requirements of these policies and to adhere to them**

**Any breaches of these policies may lead to the consideration of disciplinary procedures being implemented and or legal proceedings**

**This company will ensure that a training programme is in place and available to all staff with periodic update training as required**

**Custody Detention Officers and Escort Staff are to receive specific training**

**All managers, supervisors and deputies are required to ensure that both they and all their staff are properly trained and compliant with these procedures at all times whilst on duty**

**All staff is required to attain a sufficient knowledge of the Equality Act 2010 along with the 1984 Statutory code of practice on racial equality in employment**

**5. This company aims to work towards;**

**The elimination of racial discrimination and harassment**

**Promote Diversity & equality of opportunity and good relations between all people from different racial groups and backgrounds.**

**Ensure that a periodic review is conducted in the way that the Race Relations and Equality is working throughout the company**

## **Company Development of Diversity & Equal Opportunities Policy:**

**United Safe Care Limited require that all staff receive a training package in order that each employee understands the requirements of the Equality Act, other relevant legislation and the reasons for it**

**This company will ensure that we look at each prospective employee equally and without prejudice to age, disability, gender reassignment, marriage & Civil Partnership, Pregnancy & Maternity, race, religion or belief, Sex & Sexual Orientation or physical appearance.**

**This company will ensure that each employee has equal opportunity for promotion and are considered on their individual merits for any new in house opportunities and vacancies that may occur**

**This company will ensure that it maintains an up to date training package in relation to Race relations, Diversity and Equality**

**This company will ensure that any amendments to the Equality Act, or others that may effect, are corresponded throughout the company through our managers and supervisors to ensure all staff are kept up to date at all times**

**This company will draw up clear and justifiable job criteria which are demonstrably objective and job related**

**This company will develop links with local community groups and organisations in order to reach a wider pool of potential applicants**



## **6. BEST PRACTICE:**

**The aim of this section is to promote *BEST PRACTICE* in relation to Diversity & racial equality throughout this company**

**Every employee is required to consider their actions when dealing with all groups of society and to ensure that they deal professionally and fairly with everyone**

**All employees of this company are to be held accountable for their actions whilst on duty**

**All employees of this company are reminded that they are to be held legally accountable for their own actions under the Equality Act 2010 and others associated**

**All employees of this company are reminded that breaches of this act will be considered *Gross Misconduct* and dealt with as such under this company's disciplinary procedures. This may render the employee liable to dismissal under this company's disciplinary procedures and may also leave them liable to prosecution under the Equality Act 2010, which aims to control discrimination on grounds of;**

- a): AGE**
- b): DISABILITY**
- c): GENDER REASSIGNMENT**
- d): MARRIAGE & CIVIL PARTNERSHIP**
- e): PREGNANCY & MATERNITY**
- f): RACE**
- g): RELIGION OR BELIEF**
- h): SEX & SEXUAL ORIENTATION**