



## **Newquay Wild Activities Equality and Diversity Policy** **(Written on 02.02.2023)**

### **Our Values**

We believe that everyone should be treated with the same respect and dignity. These values help Newquay Wild Activities to be a welcoming and inclusive Social Enterprise and this in turn, will help achieve its goals for the community and the environment.

We are committed to eliminating discrimination and encouraging diversity amongst our staff and volunteers. We will not discriminate on the grounds of any of the following protected characteristics: - age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, and sexual orientation.

No form of intimidation, bullying or harassment will be tolerated.

We value the rich diversity and creative potential that people with different backgrounds and abilities bring to our volunteer force. Diversity can be in the form of visible or non-visible differences and includes factors such as sex, age, background, race, disability, personality, and work style.

### **How we will do this.**

We will try hard to harness differences to create a productive environment in which staff and volunteers can feel valued. Talents, skills and passions will be encouraged to help individuals and Newquay Wild Activities to achieve.

All staff and volunteers will be fully aware of this policy.

### **When to take action.**

We will take action if we become aware of unacceptable behaviour by others, either by speaking to the person involved or reporting it to an appropriate authority depending on the seriousness of the incident.

### **Further notes.**

#### **What is discrimination.**

Direct discrimination occurs where someone is treated less favourably because of one or more of the protected characteristics set out above. For example, rejecting a volunteer on the grounds of their race because they would not "fit in" would be direct discrimination.

"Less favourable treatment" may take the form of bullying or harassment. Bullying includes "offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means intended to undermine, humiliate, denigrate or injure the recipient".

Since the introduction of the **Equality Act 2010**, direct discrimination has been extended to include:-

- Discrimination by perception – discrimination due to an incorrect perception that a person has one of the protected characteristics, e.g. not short listing a candidate with particular name.
- Discrimination by association – discrimination due to being associated with somebody who has a protected characteristic, e.g. calling somebody's husband a racially offensive name.
- Discrimination by instruction – instructing somebody or putting in place a rule or policy or a way of doing things that has a worse impact on someone with a protected characteristic than someone without one, when this cannot be objectively justified.

Indirect discrimination occurs where someone is disadvantaged by an unjustified provision, criterion or practice that also puts other people with the same protected characteristic at a particular disadvantage. For example, a requirement to work full time puts women at a particular disadvantage because they generally have greater childcare commitments than men. Such a requirement will need to be objectively justified.



Victimisation is also prohibited. This is less favourable treatment of someone who has complained or given information about discrimination or harassment, or supported someone else's complaint. Harassment related to any of the protected characteristics is prohibited. Harassment is unwanted conduct that has the purpose or effect of violating someone's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. Harassment may be persistent or it may only occur as an isolated incident. The key issue is whether the actions or comments are viewed as demeaning and unacceptable to the recipient.