



Equality, Diversity and Inclusion Policy

Adopted:

For Review:

General Notes

Throughout the document:

'KMC', 'we', 'our', 'its', 'it', mean *Kennington Memory Club, the organisation providing the service.*

'you', 'yours' mean *the reader of the document.*

1. Equality, Diversity and Inclusion Policy Statement

The Kennington Memory Club (hereafter known as 'KMC') recognises that every person using, volunteering in, employed by or supporting our service is an individual with different needs, preferences and abilities. We strive to reflect this diversity in everything we do, including making our services relevant, inclusive and accessible to people with dementia from all sections of the community, and in our employment of staff and volunteers.

KMC will not tolerate any discrimination, victimisation or harassment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

KMC will strive to take all reasonable steps to prevent discrimination (on any basis), to identify and address inequalities affecting specific groups and to promote equality during the course of its work, providing a respectful, inclusive, positive, supportive, challenging and empowering environment for all.

2. Purpose and aims of the policy

KMC have developed policies in order to build a framework for consistency and fairness.

This document sets out KMC's commitment to equality, diversity and inclusion. KMC's staff and volunteers, and everyone who acts on behalf of KMC is required to act in accordance with this policy and to put equality, diversity and inclusion into practice in their day-to-day work and interaction with others.

The policy is fully endorsed by KMC Trustees.

3. Who is responsible?

KMC Trustees are accountable for ensuring that all aspects of the KMC's Equality, Diversity and Inclusion (ED&I) policy are applied appropriately, and that KMC comply fully with its legal obligations in respect of the Equality Act and the Human Rights Act. The Trustees will lead by example, in demonstrating the KMC's commitment to equality, diversity and inclusion, by championing this programme of work, and holding the Chair to account to ensure the integration of equality, diversity and inclusion in all aspects of KMC's work.

Trustees will actively help to promote equality, diversity and inclusion across the service.

KMC's Chair is responsible for ensuring that all aspects of this policy are applied appropriately.

KMC's staff and volunteers are responsible for demonstrating commitment to equality, diversity and inclusion by recognising the impact of behaviours on others, behaving in a manner in line with this policy, adapting behaviours, actively listening to others and taking appropriate steps to challenge discrimination of any kind.

4. The legal framework

The Equality Act 2010 legally protects from discrimination in the workplace and in wider society. It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations.

The Equality Act defines direct discrimination as less favourable treatment because of a protected characteristic. There are nine protected characteristics and these are:

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

UK equality legislation now extends considerably beyond the area of employment and into the wider supply of goods and/or services, including the provision of education and training.

K M C recognises the three key ‘limbs’ of the general equality duty, a central provision of the Equality Act 2010, and is committed to ensuring that KMC's operations and activities meet the general duty to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and for those who do not;
- Foster good relations between people who share a protected characteristic and those who do not.

Also relevant is the Human Rights Act (1998) which came into force in the UK in October 2000, which incorporates the European Convention on Human Rights (1952) into UK domestic law. Article 14 of the European Convention on Human Rights refers specifically to the prohibition of discrimination on grounds such as gender, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status.

The Human Rights Act primarily provides the UK courts and employment tribunal service with the ability to take account of judgements made by the European Commission and Court of Human Rights where these are relevant to proceedings.

KMC is fully committed to all agreements, regulations and legislation which have implications for our role as an employer and as a provider of goods and services, and therefore will comply fully.

For further information on the provisions of the Equality Act 2010 and the Human Rights Act, see the document “Guide to Equality and Diversity Legislation”.

By law (section 250 of the Health and Social Care Act 2012), all organisations that provide NHS care or publicly funded adult social care are legally required to follow the Accessible Information Standard in full from 1st August 2016 onwards.

The Accessible Information Standard aims to make sure that people who have a disability, impairment or sensory loss get information that they can access and understand, and any communication support that they need from health and social care services.

5. KMCs approach to delivering equality

KMC will :

- ❧ Strive to make the Memory Club a welcoming, inclusive place for people with dementia and their families where past experience, individual differences and abilities are respected
- ❧ Promote a listening culture within the service so that we can hear and respond to those using and associated with our service.
- ❧ Continually examine our service and activities to ensure that they reflect the needs of those attending.
- ❧ Adopt a zero-tolerance approach towards bullying, harassment, intimidation and victimisation in line with this Equality, Diversity and Inclusion policy.
- ❧ Offer Induction training for staff and volunteers which will include issuance and explanation of the Equality, Diversity and Inclusion policy.
- ❧ Provide staff and volunteers with equality, diversity and inclusion training so they have a confident platform from which to develop their own practice
- ❧ Inform all involved with KMC at every level about our Equality, Diversity and Inclusion policy so that:
 - ⑩ They will know that a policy exists and how to access it.
 - ⑩ All who come into contact with the KMC will know the standards that we are trying to achieve and have the opportunity to assist us in trying to achieve them.
 - ⑩ They will know they have the right to complain if they feel these standards are not being adhered to or are dissatisfied with the service provision to them.
- ❧ Reflect our commitment to equality, diversity and inclusion in all our communications, including on our website and in making sure people using our service receive information in a way they can access and understand.
- ❧ Ensure that the principles in this document are applied in recruitment and selection at KMC (for example that positions are widely and fairly advertised and applicants treated strictly on merit) and in all employment practises (for example ensuring fair and transparent pay)
- ❧ Review how our policy has been working in our Annual Report and when necessary, make alterations or additions to our policy as a result of experience.

6. Communicating & reviewing the policy

A copy of the Equality, Diversity and Inclusion policy is made accessible to all employees, volunteers and trustees on induction. A copy will be kept at KMC and by the Chair.

Staff, volunteers and trustees will be made aware of this policy and the responsibility of both KMC and the individual in achieving our ED&I objectives.

KMC acknowledges that in order for this policy to be fully effective, in supporting the delivery of equality, diversity and inclusion, both this policy, and any subsequent related policies must be regularly reviewed and monitored.

7. Further advice and guidance

Please contact the Chair of Trustees with any questions and to find out more about training available on ED&I issues.

Signed:

Date:

Name:

Position held: