

Equality Policy All Staff

1. Policy Statement

1.1 Inspire is committed to the principles of the Equality Act 2010 and specifically to providing and delivering services that are fair and accessible for everyone. Inspire recognises the diverse needs of the communities it serves and is committed to promoting equality of opportunity and diversity in employment and service delivery.

2. Aims

2.1 In line with the Equality Act (Specific Duties) Regulations 2011, Inspire supports the following equality objectives:

2.2 Inspire has a duty to act positively to create and promote access to services for all citizens, irrespective of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, ethnicity, religion or belief, gender, sexual orientation, cultural, social or economic background. Inspire is committed to providing services that are customer driven, prudent and efficient. It will be realistic, enthusiastic and ambitious and will treat the public and colleagues with fairness, respect and honesty.

2.3 Inspire will ensure that all of its senior managers, staff, volunteers and its partners in service delivery are aware of this policy and that appropriate steps are taken to implement it, with support from the Chief Executive Officer and the Inspire Board.

2.4 Inspire is committed to ensuring that it has a workforce that is fit for purpose and empowered to make decisions and actively contribute to improvement of services. It recognises that supporting diversity in the workplace and taking account of diversity issues in working practices helps to improve services in our communities.

2.5 Inspire will utilise the FREDIE principles (fairness, respect, equality, diversity, inclusion and engagement) throughout the organisation to embed best practice.

3. Scope

3.1 Equality in the way we deliver our services:

3.1.1 Establish good quality, usable information about its diverse audience base and their needs, to plan appropriate services.

3.1.2 Monitor take up of services and address issues of under representation by people/groups reflecting the protected characteristics as defined in the Equality Act.

3.1.3 Consult and involve people as widely as possible, especially with eligible people not using services, to encourage greater involvement from them in the decision making process.

3.1.4 Assess its services and any changes to them for any equality impact.

3.1.5 Work with partners to address inequality and discrimination in their particular fields.

3.1.6 Ensure that all partners and agencies working on behalf of Inspire follow its equality policy and practice.

3.1.7 Take action when discriminatory practices are taking place.

3.2 Equality in our employment practices

3.2.1 Strive to ensure that its workforce reflects the diversity of the communities it serves.

3.2.2 Ensure that its recruitment policies, procedures and practices are applied fairly and consistently.

3.2.3 Ensure that all of its workforce are treated fairly and respectfully at all times.

3.2.4 Ensure that its staff treat all service users and customers fairly and respectfully at all times.

3.2.5 Take appropriate and immediate action to challenge and address any inappropriate behaviour or discrimination.

3.2.6 Ensure that all managers include discussion about treating people fairly and considering individual needs, during performance review and supervision meetings.

4. This policy is implemented through Inspire's:

- Inspire Investors in Diversity Steering Group
- Recruitment and Selection Policy
- Performance Management Policy
- Workforce Development Strategy
- Business Plan(s).

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