



## Equality and Diversity Policy





Our commitment to equality, diversity and fairness:

The T.H.I.N.K. BIG Project is committed to equality of opportunity and fairness in the delivery of our services and products. We believe that this commitment must extend beyond legislative compliance and address both the business case for diversity as well as the moral case for ensuring equality of opportunity and fairness for all.

The T.H.I.N.K. BIG Project recognises that due to the nature of our work that may occur nationally and internationally, it is important to reflect the diverse culture across the UK and beyond. It is therefore important that we respect all cultures, languages and backgrounds in order to accommodate the needs of our clients.

The T.H.I.N.K. BIG Project recognises that certain groups and individuals in society are disadvantaged because of discrimination experienced. We seek to ensure that The T.H.I.N.K. BIG Project respects and includes everyone that engages to work with The T.H.I.N.K. BIG Project, we will ensure that clients will not receive less favourable treatment based on a protected characteristic e.g.

- Age
- Disability and/or medical conditions
- Marital status (including civil partnership)
- Race, language, ethnic or national origins
- Religion or belief
- Gender
- Sexual orientation
- Gender Reassignment
- Pregnancy or maternity

The T.H.I.N.K. BIG Project recognises that there may be other areas where people experience discrimination and will work towards an anti-discriminatory environment. The T.H.I.N.K. BIG Project further recognises that discrimination can be direct or indirect and take place at both institutional and personal levels. The T.H.I.N.K. BIG Project believes that such discrimination is unacceptable, and we are committed to providing equality of opportunity for all by eliminating unwarranted and unlawful discrimination. We will do this by ensuring that our practices reflect relevant legislation and good practice. We recognise the unfairness treatment to BAME individuals and Black young people. This is reflected in educational figures and leadership role for black and minority individuals. Through some of our services this will be a huge focus in raising aspirations and support development at all levels.



### **Information and training:**

Any employees of The T.H.I.N.K. BIG Project receive training regarding their individual equality and diversity responsibilities during their induction. A copy of the Equality & Diversity Policy and the Equal Opportunity Policy is available to them at that time and for the duration of the time they are with The T.H.I.N.K. BIG Project.

### **Assessment of impact of policies and processes:**

Although The T.H.I.N.K. BIG Project has no written equality impact assessment policy it has, and will continue to carry out assessments of the impact of its policies and processes where it is felt to be appropriate to do so. The assessments will examine the positive and negative impacts on those with protected characteristics and others considered vulnerable. These assessments will be carried out in a manner which is open and fair.

This Equality & Diversity Policy will be subject to a regular annual review. Amendments will be carried out when appropriate to ensure that this remains a living, up to date and relevant policy.

### **Glossary of terms**

- **Disability:** A disabled person is described in the Equality Act 2010 as one who has a physical or mental impairment which has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.
- **Diversity:** Diversity is about recognising, valuing and taking account of people's different backgrounds, knowledge, skills, and experiences, and encouraging and using those differences to create a productive and effective workforce.
- **Ethnicity:** A strict definition of an ethnic group is a group regarded as a distinct community by virtue of certain essential characteristics – a shared history which distinguishes it from other groups and a cultural tradition of its own. Sikhs and Gypsies are examples. However, it has come to have a broader meaning and the expression 'ethnic monitoring' is used in reference to groups defined by colour, race or national origin as well.
- **Gender:** The word 'gender' is often used in place of the word 'sex' inequality issues. 'Gender' does not appear in legislation (except for 'gender re-assignment' – see below) but 'sex discrimination' and 'gender discrimination' are generally interchangeable.
- **Gender Reassignment:** Gender reassignment is a personal, social, and sometimes medical, process by which a person's gender presentation (the way they appear to others) is changed. Not all trans people undergo medical supervision to change their gender. People who decide to live in the gender opposite to that assigned at birth, but do not



undergo any medical procedures, are protected from discrimination under the Equality Act 2010.

- Harassment: Behaviour which is unwelcome or unacceptable and which results in the creation of a stressful or intimidating environment for the victim amounts to harassment. It can consist of verbal abuse, racist jokes, insensitive comments, leering, physical contact, unwanted sexual advances, ridicule or isolation.
- Protected characteristics: A protected characteristic is a group which is protected from discrimination under equality legislation. The Equality Act 2010 covers nine protected characteristics: age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race/ethnicity, religion or belief, sexual orientation
- Sexual orientation: Whether a person is attracted to people of their own sex, the opposite sex or both sexes. Assumptions and perceptions of a person's sexual orientation are also covered by law.
- Trans: Trans is an umbrella term for people whose gender identity and/or gender expression differs from what is typically associated with the sex they were assigned at birth. People under the transgender umbrella may describe themselves using one or more of a wide variety of terms – including transgender or trans.

Victimisation: If a person has made or is making an accusation of discrimination in good faith, it is unlawful to discriminate against them for having done so, or because they intend to do so, or it is suspected that they intend to do so.