



## **Equal Opportunities Policy**

Dementia Support East Sussex is committed to encouraging equality and diversity among our tutors, and eliminating unlawful discrimination.

The aim is for our tutors to be truly representative of all sections of society and our clients, and for each employee to feel respected and able to give their best.

Dementia Support East Sussex - in providing goods and/or services and/or facilities - is also committed against unlawful discrimination of customers or the public.

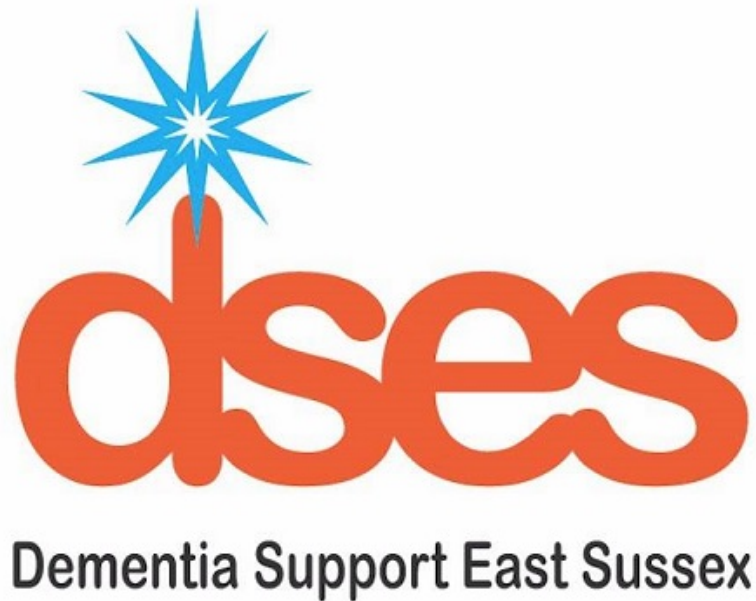
The policy's purpose is to:

- provide equality, fairness and respect for all tutors.
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation
- oppose and avoid all forms of unlawful discrimination.

Dementia Support East Sussex commits to:

- encourage equality and diversity in the workplace as they are good practice and make business sense
- create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all tutors are recognised and valued.

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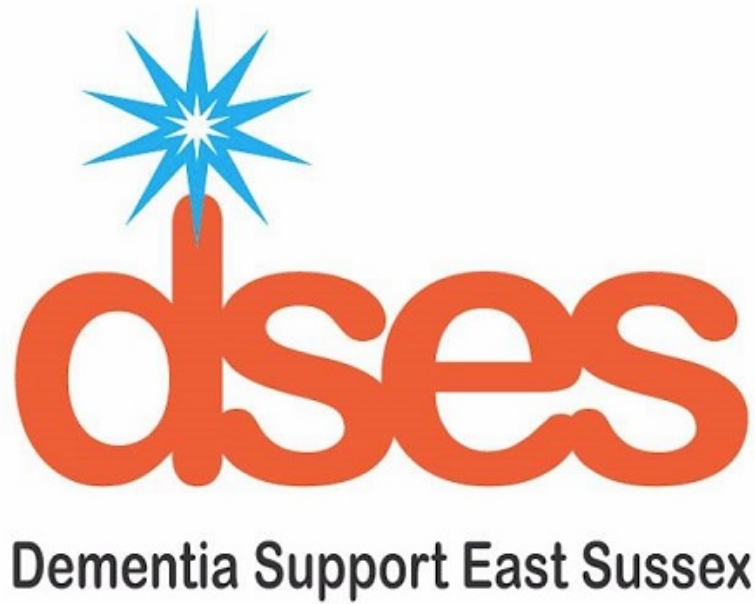
This commitment includes tutors rights and responsibilities under the equality policy. Responsibilities include tutors conducting themselves to help the charity provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination

All tutors should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public

- take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence

- make opportunities for training, development and progress available to all tutors, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the charity
- review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law
- monitor the make-up of the workforce regarding information such as age, gender, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality and diversity, and in meeting the aims and commitments set out in the equality policy



Monitoring will also include assessing how the equality policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues

The equality policy is fully supported by our trustees