

# Equality and Diversity Policy

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## 1. Statement of intent

Hanover Community Association (HCA) aims to create a culture that respects and values each others' differences. We believe embracing diversity is an asset to our work, improving our ability to meet the needs of all the people in our community.

HCA recognises that many people in our society experience discrimination or lack of opportunity for reasons that are not fair. Visible and non-visible differences such as race, religion, creed, colour, national and ethnic origin, gender, sexual orientation, age, disability (including mental illness), health status, marital status, and lifestyle can lead to direct and/or indirect discrimination.

HCA will challenge discrimination and lack of opportunity in its own policy and practice and will help others to do the same. We will review our policies and practices to ensure they are consistent with this policy.

## 2. What is discrimination?

Hanover Community Association recognises that unfair discrimination takes many forms, and that different people will have different experience and perceptions.

- **Direct discrimination** is treating one person less favourably than another in the same or similar circumstances or segregating them from others solely because they are, for example, a lesbian, a gay man or because they have a disability or illness. Refusing to employ someone who has the required skills because they are deaf or because they are pregnant would constitute such discrimination.
- **Indirect discrimination** occurs where there is a requirement or condition which applies equally to everyone but which, in practice, has an adverse impact on a particular group and cannot be justified. For example an unnecessary physical or age requirement can discriminate against women or disabled people. The setting of language tests, where language skills or fluency are not really needed for a job, is another example.
- **Abuse and/or harassment** amounts to discrimination when individuals or groups of people are abused or harassed because, for example, they are a member of a national, racial or ethnic minority group, a woman, a lesbian, a gay man or have a disability or illness.
- **Victimisation** occurs when a person is treated less favourably or is discriminated against because s/he has pursued or intends to pursue their rights in respect of alleged discrimination.
- **Institutional racism** is the collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen in the processes or attitudes and behaviour, which amount to discrimination, to unwitting prejudice, ignorance, thoughtlessness and racist stereotyping that disadvantages minority ethnic people.

Discrimination in any form is unacceptable, regardless of whether there was any intention to discriminate or not.

### 3. Breaches of the Equality and diversity policy

All trustees, employees and volunteers must act in accordance with the objectives of this Equality and diversity policy. Failure to do so may result in disciplinary action and/or ineligibility for membership.

HCA will use its Complaints and Disciplinary procedures to deal with complaints or concerns regarding the behaviour, language or attitude of a user, volunteer, trustee, contractor or employee.

### 4. Application of the policy

HCA will develop a strategy designed to implement the principles of this policy. The trustees will monitor the impact of the strategy, and amend our day-to-day practices as needed.

### 5. Monitoring and review

The trustees are responsible for monitoring the impact of the policy. In common with all HCA policies, the Equality and diversity policy is subject to regular review.

### 6. Related Policies and Other Documents

Related policies and documents include:

- Code of Conduct
- Complaints & Disciplinary Procedure
- Recruitment Policy



Date adopted:	April 2004
Date last reviewed:	April 2010
To be reviewed no later than:	April 2012