

Renewal Therapy Service

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Equal Opportunity Policy	August 2023
Author:	Signature:
Renewal Christian Centre main	
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This policy is taken from Renewals employee handbook, the term employee is taken to mean Therapist within Renewal Therapy service for the purpose of this policy.

Policy statement

Renewal is an equal opportunity employer and is committed to a policy of treating all its employees and job applicants equally. Renewal will avoid unlawful discrimination in all aspects of employment including recruitment, promotion, transfer, opportunities for training, pay and benefits, other terms of employment, discipline, redundancy, and dismissal.

It is the policy of Renewal to take all reasonable steps to employ and promote employees based on their abilities and qualifications without regard to age, disability, gender and gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality and ethnic or national origins), religion or belief, sexual orientation. In this policy, these are known as the 'protected characteristics'. Renewal will appoint, train, develop and promote based on merit and ability alone.

Employees have a duty to co-operate with Renewal to ensure that this policy is effective to ensure equal opportunities and to prevent discrimination. We will act under Renewal's disciplinary procedure against any employee who we find has committed an act of improper or unlawful discrimination. We will treat serious breaches of the equal opportunities policy as potential gross misconduct, which could make the employee liable to summary dismissal. Employees should also bear in mind that the courts can hold them personally liable for any act of unlawful discrimination.

Employees must not harass, bully, or intimidate other employees for reasons related to one or more of the protected characteristics. We will treat such behaviour as potential gross misconduct under Renewal's disciplinary procedure. Employees who commit serious

acts of harassment may also be guilty of a criminal offence. Renewal has a separate dignity at work policy which deals with these issues and sets out how we deal with complaints of this type.

Employees should draw the attention of their line manager to suspected discriminatory acts or practices. Employees must not victimise or retaliate against an employee who has made allegations or complaints of discrimination or who has given information about such discrimination. We will treat such behaviour will as potential gross misconduct under Renewal's disciplinary procedure. Employees should support colleagues who suffer such treatment and are making a complaint.

Direct discrimination

Direct discrimination occurs when a person suffers a direct detriment because of one of the protected characteristics, such as by treating a job applicant or an employee less favourably than other job applicants or employees.

The treatment will still amount to direct discrimination even if it is based on the protected characteristic of a third party with whom the job applicant or employee is associated and not on the job applicant's or employee's own protected characteristic. In addition, it can include cases where someone perceives that a job applicant or an employee has a protected characteristic when in fact they do not.

Discrimination after employment is also unlawful if it arises out of and is closely connected to the employment relationship, for example refusing to give a reference or giving an unfavourable reference for a reason related to one of the protected characteristics.

Renewal will take all reasonable steps to end direct discrimination in all aspects of employment.

Indirect discrimination

Indirect discrimination is treatment that may be equal in the sense that it applies to all job applicants or employees, but which is discriminatory in its effect on, for example, one gender or racial group.

Indirect discrimination occurs when a provision, criterion, or practice (PCP) applies to the job applicant or employee which is discriminatory in relation to a protected characteristic of the job applicant or employee. A PCP is discriminatory in relation to

a protected characteristic of the job applicant's or employee's if:

It applies, or would apply, to persons with whom the job applicant or employee does not share the protected characteristic

The PCP puts, or would put, persons with whom the job applicant or employee shares the protected characteristic at a disadvantage when compared with persons with whom the job applicant or employee does not share it

It puts, or would put, the job applicant or employee at that disadvantage

Renewal cannot show it to be a proportionate means of achieving a legitimate aim
Renewal will take all reasonable steps to end indirect discrimination in all aspects of employment.

Victimisation

Victimisation occurs when an employee suffers a detriment, when denied a training opportunity or a promotion, because they have raised or supported a grievance or complaint of unlawful discrimination, or because they have issued employment tribunal proceedings for unlawful discrimination or they have given evidence in connection with unlawful discrimination proceedings brought by another employee. However, this protection does not apply if they give false evidence or information, or make a false allegation, and they do so in bad faith. Post-employment victimisation is also unlawful, for example refusing to give a reference or giving an unfavourable reference because the former employee has done one of the protected acts set out above.

Renewal will take all reasonable steps to end victimisation in all aspects of employment.