

## **One25 Equality and Diversity Policy**

### **Statement of Intent**

One25 is committed to promoting, valuing and managing equality and diversity in all aspects of its work.

One25 does not tolerate discrimination on the basis of age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sexual orientation or any other form of discrimination.

One25 acknowledges that the client group we work with are vulnerable women who face discrimination and disadvantage and that these prevent them from achieving their full potential. One25 aims to tackle this unfair discrimination and disadvantage.

### **Purpose**

One25 will ensure that equality and diversity is embedded at every level of operation and service delivery.

One25 aims to ensure that the people who work for and with One25 are fully representative of the community we serve.

One25 aims to involve the service users in the development and delivery of our work.

One25 opposes all forms of unlawful and unfair discrimination or victimisation towards employees, volunteers, management, company members, supporters or service users.

### **Commitment to Action**

In order to ensure representation from all groups of protected characteristics amongst our staff, volunteers, trustees, members and supporters we actively pursue networking opportunities with minority groups and take positive action to tackle under representation.

### **Service Users**

Following approval from the Charity Commission, One25 is constituted to serve vulnerable women. Apart from this gender qualification we operate no discriminatory practices in relation to service users on the basis of the other eight protected characteristics. We offer our services to trans-gender service users who self-identify as female.

One25 promotes inclusion by working creatively and flexibly to overcome barriers to services.

One25 ensures that service users receive equitable treatment regardless of individual heritage, beliefs, circumstance or preference or any other inappropriate distinction.

## **Employees**

One25 claims some genuine occupational qualifications as follows:

Most of our service users are abused and vulnerable women, therefore all employees who will be working closely with the service users or accessing the same spaces, must identify as female.

Every employee is entitled to a working environment that promotes dignity and respect to all.

No form of intimidation, bullying or harassment will be tolerated.

One25 will make any reasonable adjustments that are necessary for disabled employees.

One25 will ensure that policies and procedures for recruitment, selection and promotion of employees treat all candidates fairly and are on the grounds of merit (please see Recruitment Policy).

One25 is committed to recruiting from a wide pool of applicants e.g. through job centres, local press, targeted media, community centres etc.

One25 will monitor the profile of job applicants, those shortlisted and those successful at interview and will take action to address identified under representation or potential discrimination at any stage of the process.

One25 will provide access to training for all employees.

## **Supporters**

All offers of appropriate support are received gratefully. Men are actively recruited to help with particular activities.

## **Volunteers and trustees**

Every volunteer is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.

Most of our service users are abused and vulnerable women, therefore all volunteers who will be working closely with the service users or accessing the same spaces, must self-identify as female.

One25 will ensure that arrangements for recruitment and selection of volunteers treat all applicants fairly.

One25 is committed to recruiting volunteers from a wide pool of applicants e.g. through community centres, churches, targeted media, VOSCUR etc.

One25 is committed to monitoring the profile of volunteers and to take action to address identified under representation or potential discrimination at any stage of the process.

One25 is committed to providing training to volunteers and trustees.

### **Access to services**

It is one of One25's aims to create an inclusive service where no service users are subject to discrimination or victimisation as a result of their gender identity.

One25 strives to value diversity and equality, including all the protected characteristics under the Equality Act 2000. This includes recognising and supporting a person's self-identified gender.

We will offer a service to all those who identify as a woman. As with all women who access our services, transgender women will be assessed on a case-by-case basis for suitability for the services.

One25 recognises that some Service Users may not self-define as either a man or a woman. Our services are open to those who identify as non-binary, intersex, and gender fluid.

Where a transgender service user presenting as female accesses our Outreach van service, we will endeavour to provide a one-to-one space on the van for that person. Where this is not possible, the van team will monitor the response from other service users and attempt to diffuse any challenging behaviour as they usually would.

Where a transgender service user presenting as female accesses our Drop-in or Peony service, where possible the Service Manager or Operations Manager will be present to welcome the person and to manage any responses from other women that may pose a risk.

The staff and Volunteer team will support any service users who may experience fear and distrust of other service users who identify as female, recording all interactions appropriately. However, One25 maintains a woman only space in our Drop-in and Peony services, as part of a trauma informed approach which recognises gender-based violence. Hence if women do not feel safe in the Drop-in or Peony space due to the presentation of a transgender female, we will consider the appropriateness of the access. As the women who access One25 services are at risk of or involved in street sex work, they have often experienced higher and more extreme levels of domestic and sexual violence perpetrated by males.

One25 will provide Equality and Diversity workshops to service users to appropriately challenge any discrimination or victimisation of marginalised groups.

### **Legal Requirements**

In drawing up this policy, full reference has been made to the relevant statutory requirements as outlined in the Equality Act 2010. The Equality Act brings together separate pieces of legislation into one single Act. The Equality Act consolidates all existing law preventing discrimination on any one of the nine protected characteristics into one Act.

## Discrimination, harassment and victimisation

Type of discrimination	Definition	Example of discriminatory behaviour
Direct discrimination	Treated less favourably than others in the same circumstances on grounds of protected characteristics	A job advert stating that only those with English as a first language may apply
Indirect discrimination	Applying a conditional requirement which adversely affects one particular group and cannot be justified	A line manager who only offers overtime to full time members of staff
Victimisation	Taking action against a person for asserting their rights under the law	A service user complains about a member of staff and is subsequently denied a service
Harassment / bullying	It takes many forms and on a variety of grounds – can be directed at one person or many people  Employees can complain of the behaviour they find offensive even if it is not directed at them.	Persistent, unwanted behaviour which a person / group finds intimidating / upsetting / embarrassing / humiliating or offensive
Harassment by a third party	Employers are potentially liable for the harassment of their staff or customers by people they don't themselves employ, i.e. a contractor	
Associative Discrimination	This is discrimination against someone because they are associated with another person who possesses a protected characteristic	Not needed
Discrimination by perception	This is direct discrimination against someone because others think that they possess a particular characteristic. They do not necessarily have to possess the characteristic, just be perceived to	Not needed
Positive Action	Allowed by the law to encourage employees who are members of disadvantaged groups which have been under represented to receive special training	Not needed

Type of discrimination	Definition	Example of discriminatory behaviour
	programmes to enable them to compete equally for jobs	
Positive discrimination	An employer favours a person from a particular under-represented group because they have a particular characteristic	Not needed
Genuine occupational qualification	Restricts certain jobs to certain categories or groups of people – this is rare and an employer would need to demonstrate that they have researched the requirement thoroughly before setting it	One25 is able to recruit women to work with vulnerable women

### Implementation and Communication

Equality and Diversity briefings are held for employees and repeated as necessary. Equality information is included in induction programmes for volunteers and trustees.

Information is provided regarding One25's equality policies and complaints procedures for service users are displayed in drop-in.

### Monitoring and Evaluation

One25 will monitor information on employees, volunteers, trustees and service users by all nine protected characteristics. Information will be collected from service users when they engage in our services. Information will be collected from staff, volunteers and trustees anonymously.

One25 is committed to taking action to address identified under representation (of all sections of the community being served) or potential discrimination of trustees, staff, volunteers and service users.

One25 will maintain information on staff, volunteers, trustees and service users who have been involved in certain key policies: disciplinary, grievance, bullying and harassment. Information collected for monitoring purposes will be treated as confidential and it will not be used for any other purpose.

### Complaints or grievance and disciplinary procedures

Any employee, volunteer, trustee, member, supporter or service user who perceives they have suffered from discriminating attitudes or behaviours should follow One25's complaints / grievance procedures. Please see One25's Complaints Policy.

Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings for employees, volunteers and trustees.

**Reviewed By** Jennifer Riley, Operations Manager  
**Reviewed Date** March 2020  
**Next Review Date** March 2021  
**Distribution** All Staff, Volunteers & Trustees