



# Country Days

## Equality, Diversity, and Inclusion Policy

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| Approved by:        | Rita Di Carlo<br>Head of Administration | <i>Rita Di Carlo</i> |
| Last reviewed on:   | March 2024                              |                      |
| Next review due by: | March 2025                              |                      |
| Date:               | March 2024                              |                      |

### 1. Purpose & Scope

1.1 Country Days Ltd. is committed to creating a culture where all members of the organisation are equally valued and respected, where diversity is celebrated and where everyone has the opportunity to fully take part in and benefit from their experience at Country Days Ltd.

1.2 This policy applies to all personnel of the organisation including current and potential staff and young people, visitors, board members and people contracted to work at or for Country Days Ltd. To be treated with respect and dignity.

### 2. Policy

2.1 Country Days Ltd is committed to providing equal opportunities in all aspects of the organisation.

2.2 We recognise the Human Rights values of FREDA: Fairness, Respect, Equality, Dignity and Autonomy (or independence). For example, all personnel and service users of Country Days have the right:

- To be treated fairly.
- To be treated with respect and dignity.
- To receive encouragement to reach their full potential.

2.3 We work to eliminate unlawful discrimination, victimisation and harassment across our services. This includes:

- Discrimination against any individual on the grounds of any of the protected characteristics of age, disability, gender reassignment, pregnancy and maternity, marriage and civil partnership, race, religion or belief, sex/gender and sexual orientation.
- Discrimination against someone who is perceived to have the protected characteristic relating to gender reassignment because, for example, that person identifies as non-binary.
- Discrimination against someone associated with a person who has a protected characteristic, for example, someone with caring responsibilities for a disabled person.

2.4 We seek to advance equality of opportunity for people of all protected characteristics groups (above) and for other groups of people, including:

- Those who may experience socio-economic deprivation
- Those who can experience other disadvantage in our society, such as people with caring responsibilities and those are care experienced.

2.5 We aim to foster good relations between different groups through tackling prejudice and promoting understanding.

### **3. Key Definitions**

#### **3.1 Protected Characteristics under the Equality Act 2010**

There are nine protected characteristics given protection under the Equality Act 2010:

- Age – this refers to a person belonging to a particular age (for example 32 year olds) or range of ages (e.g. 18-30 year olds).
- Disability – a person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
- Gender Reassignment – the process of changing or transitioning gender. See also “gender” and “transgender” definitions below.
- Marriage and Civil Partnership – a protected characteristic in terms of employment. It means being legally married or in a civil partnership. Marriage can either be between a man and a woman, or between partners of the same sex. Civil partnership is between partners of the same sex.
- Pregnancy and Maternity – the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
- Race – refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.
- Religion or Belief – Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. atheism). Generally, a belief should affect your life choices, or the way you live, for it to be included in the definition.
- Sex – currently, a person’s legal sex refers to whether a person is a man or a woman. However, for a variety of reasons, some people do not identify themselves by these definitions, for example, they may identify as intersex.
- Sexual Orientation – the term used to describe a person based on who they are emotionally and physically attracted to.

#### **3.2 Other Useful Terms**

Gender – this consists of several related aspects:

- Gender identity, which is someone’s own personal perceptions and experience of their gender.
- Gender roles, which are society’s ideas and expectations of how people behave based on whether they are female or male.

- Gender expression, which is how a person lives in society and interacts with others. For example, the clothes they wear or how they express their personality.

While most people have a gender that matches with the sex assigned to them at birth, gender can be less defined than sex. For example, many people feel they don't fit fully into traditional, "acceptable" male and female roles (and these roles change).

Transgender and Trans – these are inclusive, umbrella terms for people whose gender identity and/or gender expression differs from the sex assigned to them at birth. For example, someone who identifies as a trans man or trans woman, as transsexual, non-binary or as a dual role person may also describe themselves as transgender.

(Sources: Equality and Human Rights Commission website December 2017, Equality Challenge Unit: Trans staff and students in HE and Colleges: improving experiences (2016).

#### **4. Responsibilities**

4.1 All personnel are responsible for ensuring that principles of equality and diversity are embedded in the courses and events run by Country Days Ltd.

4.2 Every member of the Organisation is responsible for following and implementing this policy and associated guidelines aimed at fulfilling the statutory equality duties.

#### **5. Procedure**

5.1 We will support the principles outlined in this policy and ensure they are put into practice by:

- Raising awareness among all members of the Organisation of their rights and responsibilities around equality and related matters. The commitment of everyone is essential to ensure the FREDA Human Rights values of fairness, respect, equality, dignity and autonomy are embedded into our work.
- Promoting COUNTRY DAYS LTD's commitment to equality, diversity and inclusive practice to personnel and service users through information, training, and other activities.
- Making reasonable adjustments for personnel and service users with disabilities to help remove barriers and meet individual needs.
- Eliminating gender or other unfair bias within our pay, recruitment and reward processes through job evaluation and equal pay audits.

5.2 Breaches of this policy:

5.2.1. Country Days Ltd will not tolerate any instances of unlawful discrimination, harassment or victimisation by any member of the Organisation.

5.1.2. Country Days Ltd will ensure that any incidences of unlawful discrimination, bullying, harassment or victimisation are dealt with using the appropriate organisation behaviour, disciplinary and complaint procedures.

5.2.3 Country Days Ltd will offer advice and support to any personnel or service user who feels they have experienced unlawful discrimination, harassment, or victimisation.