



Inspire South West Equality and Diversity policy

Inspire South West is committed to equality of opportunity and fairness in the delivery of our services and in our capacity as an employer. We believe that this commitment must extend beyond legislative compliance and address both the business case for diversity as well as the moral case for ensuring equality of opportunity and fairness for all.

Inspire South West recognises that certain groups and individuals in society are disadvantaged because of discrimination experienced. We seek to ensure that Inspire South West respects and includes everyone engaged to work on behalf of Inspire South West or client/Student receives less favourable treatment on the basis of a protected characteristic e.g.

- Age
- Disability and/or medical conditions
- Marital status (including civil partnership)
- Race, language, ethnic or national origins
- Religion or belief
- Gender
- Sexual orientation
- Gender Reassignment
- Pregnancy or maternity

Inspire South West recognises that there may be other areas where people experience discrimination and will work towards an anti-discriminatory environment, based on an open discussion with practitioners engaged to work on behalf of Inspire South West and clients on perceptions of discrimination.

Inspire South West further recognises that discrimination can be direct or indirect and take place at both institutional and personal levels. Inspire South West believes that such discrimination is unacceptable, and we are committed to providing equality of opportunity for all by eliminating unwarranted and unlawful discrimination. We will do this by ensuring that our practices reflect relevant legislation and good practice.

Outside agencies

Company Number: 9561027

1 Allensstyle Drive, Yelland, Devon, EX31 3DY
Tel: 07453300171 Lyn.Brown@inspiresouthwest.co.uk

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Working with a number of outside agencies, Inspire South West recognises that statutory bodies have additional responsibilities placed upon them by the General Equality Duty within the Equality Act 2010 (see appendix A). Inspire South West also understands that statutory bodies are subject to a number of specific duties created under the general duty and that these vary between England, Scotland, Wales and Northern Ireland.

When working with public sector organisations in the UK Inspire South West will work in a manner that supports the main aims of the General Equality Duty. These being to:

- Eliminate unlawful discrimination, harassment and victimisations on the grounds of age, disability, gender, gender reassignment, race, religion and belief and sexual orientation.
- Advance equality of opportunity.
- Foster good relations between different communities.

Information and training:

All new starters within Inspire South West receive a full brief regarding their individual equality and diversity responsibilities during their induction. A copy of the Equality & Diversity Policy and the Equal Opportunity Policy is available to them at that time and for the duration of the time they are with Inspire South West.

New updates on equality and diversity issues are circulated to the whole workforce via email.

All self-employed practitioners engaged by Inspire South West are made aware of our Equality & Diversity Policy and of the expectation that they will act in a manner which complies with the policy whilst working on behalf of the Company.

Assessment of impact of policies and processes:

Although Inspire South West has no written equality impact assessment policy it has and will continue to carry out assessments of the impact of its policies and processes where it is felt to be appropriate to do so. The assessments will examine the positive and negative impacts on those with protected characteristics and others considered vulnerable. These assessments will be carried out in a manner which is open and fair.

Reasonable Adjustments

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Inspire South West will monitor individual requirements under the Equality Act 2010 and will make reasonable adjustments as required to ensure the main aims of the General Equality Duty are adhered to.

Workplace adjustments can be temporary or made on a permanent basis and will cover:

- working arrangements
- adjustments to a job

Examples of reasonable adjustments are in Appendix C

Governance:

Lyn Brown founder and CEO of Inspire South West has overall executive responsibility for equality and diversity within the Company.

Individual Responsibility:

It is the duty of all employees, practitioners, trainers and coaches to accept their personal responsibility for the practical application of the Company's Equality & Diversity Policy, but at the same time the Company acknowledges that specific responsibilities fall upon CEO.

It is the duty of all employees, practitioners, trainers and coaches to challenge and report bullying, harassment, discrimination and unacceptable behaviour.

It is the duty of all employees, Practitioners, trainers and coaches to seek support and advice as needed, to deal with equality and diversity issues in their day-to-day work.

All Practitioners, trainers and coaches are expected to comply with the overall ethos of the policy in their dealings with individual clients, customers and with employees of Inspire South West.

Monitoring and review:

Inspire South West monitors our workforce and network on the grounds of age, ethnicity and gender to ensure we have a proper representation of the population at large. We do not at present collect details of religion or sexual orientation as this information is regarded as personal.

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This Equality & Diversity Policy will be subject to a regular annual review. Amendments will be carried out when appropriate to ensure that this remains a living, up to date and relevant

Appendix A

The Equality Act 2012, Section 149. The General Equality Duty

The general equality duty is set out in the Equality Act 2010 (the Act). In summary, those subject to the equality duty must, in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

These are sometimes referred to as the three aims or arms of the general equality duty. The Act helpfully explains that having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low

The Act states that meeting different needs involves taking steps to take account of disabled people's disabilities.

It describes fostering good relations as tackling prejudice and promoting understanding between people from different groups.

It states that compliance with the duty may involve treating some people more favourably than others.

Public authorities also need to have due regard to the need to eliminate unlawful discrimination against someone because of their marriage or civil partnership status. This means that the first arm of the duty applies to this characteristic but that the other arms (advancing equality and fostering good relations) do not apply.

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Appendix B

Glossary of terms

Disability: A disabled person is described in the Equality Act 2010 as one who has a physical or mental impairment which has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.

Diversity: Diversity is about recognising, valuing and taking account of people's different backgrounds, knowledge, skills, and experiences, and encouraging and using those differences to create a productive and effective workforce.

Ethnicity: A strict definition of an ethnic group is a group regarded as a distinct community by virtue of certain essential characteristics – a shared history which distinguishes it from other groups and a cultural tradition of its own. Sikhs and Gypsies are examples. However, it has come to have a broader meaning and the expression 'ethnic monitoring' is used in reference to groups defined by colour, race or national origin as well.

Gender: The word 'gender' is often used in place of the word 'sex' inequality issues. 'Gender' does not appear in legislation (except for 'gender re-assignment' – see below) but 'sex discrimination' and 'gender discrimination' are generally interchangeable.

Gender Reassignment: Gender reassignment is a personal, social, and sometimes medical, process by which a person's gender presentation (the way they appear to others) is changed.

Not all trans people undergo medical supervision to change their gender. People who decide to live in the gender opposite to that assigned at birth, but do not undergo any medical procedures, are protected from discrimination under the Equality Act 2010.

Harassment: Behaviour which is unwelcome or unacceptable and which results in the creation of a stressful or intimidating environment for the victim amounts to harassment. It can consist of verbal abuse, racist jokes, insensitive comments, leering, physical contact, unwanted sexual advances, ridicule or isolation.

Protected characteristics: A protected characteristic is a group which is protected from discrimination under equality legislation. The Equality Act 2010 covers nine protected characteristics:

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- Age
- disability
- gender
- gender reassignment.
- marriage and civil partnership
- pregnancy and maternity
- race/ethnicity
- religion or belief
- sexual orientation

Sexual orientation: Whether a person is attracted to people of their own sex, the opposite sex or both sexes. Assumptions and perceptions of a person's sexual orientation are also covered by law.

Trans: Trans is an umbrella term for people whose gender identity and/or gender expression differs from what is typically associated with the sex they were assigned at birth. People under the transgender umbrella may describe themselves using one or more of a wide variety of terms – including transgender or trans.

Victimisation: If a person has made or is making an accusation of discrimination in good faith, it is unlawful to discriminate against them for having done so, or because they intend to do so, or it is suspected that they intend to do so.

Appendix C

Examples of Reasonable Adjustments where and if applicable

Working arrangements:

- allowing a phased return to work.
- changing individual's working hours.
- arranging home working, providing a safe environment can be maintained.
- allowing an employee to be absent from work for rehabilitation treatment.

Adjustments to a job: if possible

- providing new or modifying existing equipment and tools.
- modifying work furniture.
- providing additional training.
- modifying work patterns.
- arranging telephone conferences to reduce travel

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- providing a buddy or mentor.
- providing supervision.
- providing alternative work.

The procedures laid out in this policy are with regard to legislation defined by the Sex Discrimination Act 1975 (amendments 1986 & Gender Reassignment Regs 1999); the Race Relations Act 1976 and the Amendment Act 2000; the Equal Pay Acts 1970 (amended 1974 & 1983) & 1975; the Disability Discrimination Act 1995; the Employment Protection Act 1978 the Employment Rights Act 1996, Employment Relations Act 1999, Employment Act 2002, Employment Equality (Religion, Belief, Sexual Orientation) Regulations 2003 (Age) 2006; Disability Equality Duty 2006; Equality Act 2006; Gender Equality Duty 2007; Trade Union and Labour Relations Act 1992; Asylum and Immigration Act 1996 and 1999; Human Rights Act 1998; Protection from Harassment Act 1997, the Equalities Act 2010.

A copy of this policy is available for ISW staff on Microsoft SharePoint and paper copies are available on request to our clients/stakeholders

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