



# CHUMS

**Mental Health and  
Emotional Wellbeing  
Service for Children  
and Young People**

Equality and Diversity Policy

Implementation Date: October 2013

Reviewed: May 2017

Next Review Date: May 2019

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*Equality and Diversity Policy*



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## APPENDICES




This policy applies to employees, volunteers, service users and their families.

CHUMS is committed to eliminating any type of discrimination and promoting good relations and equal opportunities. CHUMS, in the provision of its services and in the recruitment and employment of employees, will seek to involve and assist people from all groups in the communities within which they reside and/or work. CHUMS aims to have particular regard to its statutory obligations and regulatory requirements to avoid prejudice or discrimination on the grounds of race, colour, ethnic origin, disability, religion, sexual orientation age, gender or marital status.

### **Policy Statement**

CHUMS will abide by all relevant legislation and statutory requirements, including:

- The Sex Discrimination Act 1975 (as amended by the Sex Discrimination Act 1986 and the Employment Act 1989)
- The Race Relations Act 1976 (as amended by the Race Relations Amendment Act 2000)
- The Disability Discrimination Act 1995 (as amended by the Disability Discrimination Act 2005)
- The Protection from Harassment Act 1997
- The Fixed Term Work Directive 2002
- General Data Protection Regulation 2018
- The Employment Equality (Religion or Belief) Regulations 2003
- Religion and Belief Act 2003
- The Employment Equality (Age) Regulations 2006
- Work and Families Act 2006
- Equality Act 2006
- Disability Equality Duty 2006
- Equality Act 2010
- The Bribery Act 2011

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Through its Equality and Diversity Policy and associated strategies, action plans and procedures, CHUMS will ensure that:

- Any person or group of persons applying for a job or a contract with us benefits from fair and equal treatment
- Every effort is made to identify the needs of under-represented and vulnerable people in our areas of work and will actively try to help them by making close relationships with representatives of such groups
- Every effort is made to recruit employees at all levels from under represented or minority groups. Where necessary CHUMS will provide training to help achieve this aim
- Its services are available to all children/young people using the criteria outlined for each service
- It uses data gathered in all surveys, to ensure that services are barrier-free to anyone eligible to access them
- When hiring contractors/consultancy staff and other agencies, we will be mindful of our commitment to equality and diversity of opportunity
- That there is regular review of the type and level of services provided to people from diverse backgrounds through regular monitoring and data reporting

CHUMS believes that everyone has the right to feel safe and is committed to ensuring that no employee, volunteer, service user or their family becomes a victim of any kind of discrimination or harassment.

- All forms of harassment, against or by an employee or service user will be dealt with promptly, firmly and sensitively
- No action will be taken without first consulting the person who has been harassed. Our commitment is to support and protect the victim
- Where the perpetrator is known, CHUMS will take appropriate action. Where the perpetrator is not known, CHUMS will take every reasonable practical step to ascertain who was involved in harassing the victim and will take appropriate action

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### **Responsibility**

CHUMS will ensure managers at all levels work to achieve the effective implementation of this policy. This policy will be made available to all service users on request.

### **Consultation**

The organisation will liaise with its employees and service users on a regular basis to assess the effectiveness of this policy.

### **Review**

This policy will be reviewed bi-annually or sooner, if there is legislative change.

### **Other Policies**

This policy may be reviewed in conjunction with the Bullying and Harassment Policy and the Grievance Policy.

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**Governance Committee Authorisation**

Signature \*

A handwritten signature in black ink, appearing to read "Hannah Baron".

Name Print: Hannah Baron

Position/Role: Senior Clinical Psychologist

Date: May 2017

Date of Review: May 2017

Authorised signatory must be the chair (or deputising chair) of Governance Committee