



The Latest Group Community Interest Company Equal Opportunities Policy

We don't talk diversity, we are diversity.

At the Latest Group CIC, we foster a culture of equality and diversity among our project workers, volunteers, directors and everyone with whom we deal.

We will eliminate any unlawful discrimination.

The aim is for our team to be truly representative of all sections of society and for each team member to feel respected and able to give their best. We deal with many groups in our community and know that equality and diversity are central to our work.

Our commitments:

We will treat all people with dignity and respect, valuing the diversity of all.

We will promote equality of opportunity and diversity.

We will eliminate all forms of discrimination on grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation, religion/ belief, irrelevant offending background or any other factor irrelevant to the purpose in view.

We will tackle social exclusion, inequality, discrimination and disadvantage. For this policy to be successful, it is essential that everyone is committed to and involved in its delivery.

Our goal is to work towards a just society free from discrimination, harassment and prejudice.

We aim to embed this in all our policies, procedures, day-to-day practices and external relationships.

We want to promote equality of opportunity and diversity in volunteering, employment and development and create effective partnerships with all parts of our community

The policy's purpose is to:

- provide equality, fairness and respect for all in our team, whether temporary, part-time or full-time, volunteer or participant
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation
- oppose and avoid all forms of unlawful discrimination. This includes dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities

Latest Group CIC commits to:

- encourage equality and diversity as they are good practice and common sense
- create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all are recognised and valued

All should understand they, as well as the CIC, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their working with us, against colleagues, project workers, volunteers, teachers and youth leaders and anyone with whom we come into contact.

We take seriously complaints of bullying, harassment, victimisation and unlawful discrimination in the course of our work activities and will deal with these in line with our grievance and disciplinary procedures with appropriate action taken.

Further, sexual harassment may amount to a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence

- monitor the make-up of our team regarding information such as age, gender, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality and diversity, and in meeting the aims and commitments set out in the equality policy