

623

Policy Document:
Avoiding Discrimination

September 2016

Introduction

The Equality Act 2012 places an equality duty on public bodies to consider how different people will be affected by their activities.

As required by the Equality Act 2012, 623 is committed to avoiding discrimination on the grounds of the nine protected characteristics.

The protected characteristics are:

Age - Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).

Disability - A person has a disability if s/he has 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 transitioning from one gender to another.

Marriage and civil partnership - Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters.

Pregnancy and maternity - Pregnancy is 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 the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Religion and 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 - A man or a woman.

Sexual orientation - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Discrimination can occur

1. By treating a person working or applying to work with 623 or a child attending or applying to attend 623 less favourably (without justification) because of his or her protected characteristic.
2. By failing to make reasonable adjustments (without justification) for a person who is disabled.

Club activities:

In activities undertaken by 623, the voluntary management committee and staff are committed to advancing equality between people who share a protected characteristic under the Equality Act 2012.

This will be a pervasive approach of the club, but will include:

- Fostering good relations between people who share a protected characteristic and those who do not
- Supporting positive attitudes in the children of the club
- Where possible, providing toys, books and videos which foster good relations between people who share a protected characteristic and those who do not.

Employment

623 is committed to considering whether any selection process will put a candidate at a disadvantage because of any protected characteristic.

623 will ensure that any employee is not put at a disadvantage in any redundancy process because of a protected characteristic.

Specific issues for avoiding disability discrimination

The Disability Discrimination Act 1995 defines a disabled person as someone with “a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out day-to-day activities”.

An impairment is to be taken to affect normal day-to-day activities if it affects:

- Mobility
- Manual dexterity
- Physical co-ordination
- Continence
- Ability to move, carry or lift everyday objects
- Speech
- Hearing or eyesight
- Memory or ability to concentrate
- Perception or risk of physical danger

623 is committed to making recruitment information on request in other formats, for example in large print, Braille or as a computer file.

At any interview, or written selection process, 623 will consult with candidates who have declared any form of disability on their application form for which reasonable adjustments would be required for the to undertake the duties of the post, should they be successful. The candidate will be assured that the need to make reasonable adjustments will not affect the selection process.

623 is committed to making such reasonable adjustments, should a disabled candidate otherwise prove to be the most suitable for the job.

Similarly, should a member of staff develop a disability as defined by the Act, 623 will seek to make reasonable adjustments to the person's employment to enable him or her to retain employment with 623.

Children

When an application for a child to attend 623 is being considered, parents carers or guardians will be asked whether the child has any known disability as defined in the 1995 Act. The manager will consult with the child, and his or her parents, carers or guardians as to what reasonable adjustments are necessary to enable the child to obtain full benefit of the club. If the child's parents or guardians consent, reasonable adjustments will also be planned in coordination with the child's school.

Reasonable Adjustments

Are to be interpreted in line with current legislation and case law.