



# Equality & Diversity Policy



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FOUNDATION

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## Document Management

### Document Identification

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### Ownership

The Document Owner below is accountable for ensuring that this company document is managed, maintained and reviewed in line with Dare2Dream requirements.

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### Storage & Use

Please note that the only approved versions of this document and the supporting documentation are those found in the Document repository on PeopleHR; a printed copy is an uncontrolled document.

The users of this document are responsible to ensure they are using the most up to date version.

The current version of this document can be accessed from the following link: [PeopleHR](#).

## Referenced Documents

Description
Grievance Policy Disciplinary Policy & Process

## History

Version	Date	Author	Description
1.0	24/09/2020	Debra Farmer	Equality & Diversity Policy Creation
1.0	05/10/2021	Jenni Delaney	Reviewed – no changes
1.0	01/10/2022	Jenni Delaney	Reviewed – no changes
1.0	15/09/2023	Jenni Delaney	Reviewed – no changes
1.0	20/09/2024	Cheryl Monaghan	Reviewed – no changes
2.0	27/06/2025	Carl Meehan	The policy has been updated for clarity and structure, combining Sections 5, 6, and 7 into a single “Discrimination and Addressing Incidents” section. Minor wording changes now align with the Equality Act 2010 (e.g. “sexual orientation”), and emphasise responsibilities, grievance and appeal processes, and disciplinary outcomes. The layout has been revised with improved headings for better navigation and to maintain compliance with UK legislation and best practice.

## Scope

This policy applies to all employees, volunteers, and contractors associated with the Dare2Dream Foundation, irrespective of their role or level within the organisation. It is a non-contractual policy and is not intended to form part of any employment contract. This policy is issued without prejudice to the statutory rights of individuals as prescribed by law.

## Purpose of the Document

The primary purpose of this document is to outline the Dare2Dream Foundation's commitment to equality and diversity, providing a framework for the promotion of equal opportunities and the elimination of discrimination across all aspects of our work. The policy ensures that all individuals involved with the Foundation are treated fairly, with dignity and respect, in a professional environment.

The Dare2Dream Foundation recognises that discrimination in any form is unacceptable and it is our collective responsibility to actively promote an inclusive, diverse, and welcoming environment. This policy establishes clear guidelines for the application of equality principles throughout the organisation, and it is essential for the continued success of our work that all staff are aware of and comply with these principles.



# Equality & Diversity Policy

## 1. Equality Statement

### 1.1 Legal Duties

At the Dare2Dream Foundation, we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination
- advance equality of opportunity
- foster good relations

### 1.2 Protected Characteristics

We understand the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity. A protected characteristic under the act covers the groups listed below:

- age (for employees not for service provision)
- disability
- race (this includes ethnicity, colour, nationality)
- sex
- gender reassignment
- maternity and pregnancy
- religion and belief, and
- sexual orientation
- Marriage and Civil Partnership (for employees).

## 2. Recruitment

We follow the above principles when recruiting staff at the organisation. We do not discriminate to the above groups. We offer a fair and inclusive interview process. Our interview process is fair and equitable scoring against the person specification.

Safer recruitment processes are followed by staff who have completed Safer recruitment training.



### 3. Core Statements

In fulfilling our legal obligations, we will be guided by seven core statements:

- Statement 1: All learners are of equal value.
- Statement 2: We recognise, welcome and respect diversity.
- Statement 3: We foster positive attitudes and relationships, and a shared sense of belonging.
- Statement 4: We observe good equalities practice, including staff recruitment, retention and development.
- Statement 5: We aim to reduce and remove existing inequalities and barriers.
- Statement 6: We consult and involve widely.
- Statement 7: We strive to ensure that society will benefit.

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## 4. Discrimination and Addressing Incidents

### 4.1 Definitions of Discrimination

It is important as part of this policy that all members of The Dare2Dream Foundation understand what is considered as discrimination and the various forms that it can occur in:

- **Direct Discrimination** – This occurs when one employee or member is treated less favourably than another would be treated in the same circumstances, on the grounds mentioned previously.
- **Indirect Discrimination** – This happens when a job requirement or condition is applied equally to all but it has a detrimental effect on one group in society, as it is difficult for that group to comply with it (e.g. because of their religion).
- **Victimisation** – This occurs when a person is treated less favourably than others because they have taken action under one of the above regulations/acts.
- **Harassment** – This can be described as unwanted behaviour that either violates a person's dignity or creates a threatening, unfriendly and humiliating environment for the person. It can occur through verbal or physical contact.

Any form of discrimination, harassment or victimisation, as described above is considered as serious misconduct and any employee who discriminates against, harasses or victimises any other person will be liable to appropriate disciplinary action in line with our Disciplinary Policy & Process.

### 4.2 Addressing Prejudice-Related Incidents

D2D is opposed to all forms of prejudice, and we recognise that children and young people who experience any form of prejudice-related discrimination may fare less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur, we will address them immediately. We will continue with our existing practice that all incidents of prejudice-related discrimination will be reported to the Lead Safeguarding Officer.

### 4.3 Dealing with Discrimination

In order to protect an individual's rights under this policy, an employee who feels that they have suffered from unfair treatment, which is covered within this policy, has the right to pursue a complaint concerning discrimination, harassment or victimisation via the grievance procedures, as these issues are treated as disciplinary offences.

The appropriate disciplinary action will be taken against any employee who violates this policy. Any individual may report a grievance, however it is important that it is truthful and not made up, as the employee be penalised as a result. As with most grievance procedures, the point of appeal is The Dare2Dream Foundation's Senior Management Team.

Please review our Grievance Policy for more information regarding the process.