

Equality, Diversity and Inclusion Statement

Develop is an equal opportunity employer, that seeks to actively promote an inclusive agenda in its business activities.

Develop understands that recognising and celebrating diversity has a beneficial impact on the success of the organisation, promoting a sense of inclusion.

Develop is committed to being a successful, caring and welcoming place for all employees, learners and volunteers. We want to create a supportive and inclusive environment where our employees, learners and volunteers can reach their full potential, without prejudice and discrimination. We are committed to a culture where respect and understanding is fostered and the diversity of people's backgrounds and circumstances is positively valued.

The policy aims to achieve equality and an inclusive environment by removing any potential discrimination in the way that our employees/learners are treated by fellow employees or the Company, including:

- people with disabilities
- people of different sexual orientations
- transgendered and transsexual people
- people of different races
- people on the grounds of their sex
- those of faith and of no faith
- in relation to their age
- in relation to their social class or medical condition
- people who work part-time
- those who are married or in a civil partnership
- women who are pregnant, have recently given birth or are breastfeeding.

In addition to these, there is growing recognition of the need to respect the diversity of different personality compositions. Develop recognise that these lead to improved team performance, by valuing individuals contributions.

Discrimination can be either direct or indirect discrimination. Some of the above are protected characteristics under the Equality Act 2010 and discrimination is prohibited, unless there is a legal exception under the Equality Act.

Direct Discrimination. This is where someone is treated less favourably due to one (or more) protected characteristics. It can be intentional or unintentional discrimination. Occasionally the discrimination may occur due to a protected characteristic of another person, so the discrimination may be because of association. An example is an advert for a job that requires 'men only' or 'under 30s only'.

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PY 26a	Equality, Diversity and Inclusion statement	P:\Policies\Policies 2017-18	
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1.0	05/02/2018	Mark Pike	Inclusion QIG

Indirect Discrimination. This is where someone is disadvantaged by an apparently neutral provision, criterion or practice (PCP) that is applied ‘across the board’ or ‘equally across a particular group’. The PCP may have the consequence (usually unintended) of causing a disadvantage, which then actually affects somebody. For example, a PCP relating to clothing or headwear could be applied ‘equally’, but may cause someone with a protected characteristic to be disadvantaged. The PCP could be justified if it is a proportionate means of achieving a legitimate aim.

Victimisation. This is not the same as the common meaning of victimisation, but is specifically regarding treating someone less favourably because they have complained about or given information about discrimination or harassment, either regarding themselves or someone else.

Harassment. This is part of the Equality Act but is covered in more detail in the Anti-Harassment policy.

The Equality Act 2010 applies to how employees treat fellow employees, visitors, suppliers and former employees and learners. The Act also applies to customers and our sub-contractors.

Develop is committed to equality of opportunity and to providing services and following practices which are free from unfair and unlawful discrimination.

The aim of this policy is to ensure that no applicant, member of staff, or learner receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation, or is disadvantaged by conditions or requirements which cannot be shown to be relevant to performance. It seeks also to ensure that no person is victimised or subjected to any form of bullying or harassment.

The personal commitment of every employee to this policy and application of its principles are essential to eliminate discrimination, provide equality throughout, creating an inclusive Company.

Training, development and progression opportunities are available to all staff.

The *Deputy Chief Executive Officer* has particular responsibility for implementing and monitoring the equality and diversity policies and, as part of this process, all personnel policies and procedures are administered with the objective of promoting equality of opportunity and eliminating unfair or unlawful discrimination.

There will be annual monitoring and reviews of the effectiveness of the Equality, Diversity and Inclusion policy, including a review of job applicants and the benefits/career progression of existing employees. This shall be carried out via the Inclusion Quality Improvement Group, in conjunction with Human Resources.

Chief Executive Officer



Date: 25th January 2018

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