



Community &
Voluntary Services
cheshire east

Equality, Diversity & Inclusion

Tuesday 10th May, 10am-12pm

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Welcome and Introductions

welcome

Aims and Outcomes

To help you to understand protected characteristics and develop the confidence to address issues of equality and diversity in your role

By the end of the session you should be able to:

- Describe your duties regarding protected characteristics under the 2010 Equality Act and the 2011 Public Sector Equality Duty
- Identify ways to embed equality in your work/setting
- Help celebrate people of all diversities and their achievements as part of your role

What we'll cover today:

- Equality vs Diversity
- Inclusion
- Equality Act and protected characteristics
- Discrimination and types of discrimination
- Unconscious bias
- Embedding equality and diversity into your work



A-Z of difference...



Our differences make the world go round

What is meant by Equality and Diversity?

Equality

- Ensuring that everyone has equal rights and opportunities
- Removing barriers which people may face due to actual or perceived differences
- Making sure everyone has the same access to employment and volunteering opportunities, goods and services

Diversity

- Creating a diverse and productive workforce/ volunteer base
- Recognising, valuing and taking account of different backgrounds, knowledge, skills and experiences
- Inclusion to ensure you value and respect differences between people

Inclusion

Inclusion is about understanding, respecting and celebrating differences.

It means respect for and appreciation of differences in ethnicity, gender, age, national origin, disability, sexual orientation, education, and religion.

The journey from Diversity to Inclusion is **attitude**



How far does inclusion go?

- Diversity and inclusion go well beyond what can be seen, readily measured, or assumed
- Disabilities are often invisible, mental health and neurodiversity conditions are often invisible, gender and sexuality are often invisible
- Do not fall into a trap of 'ticking the box' with one dimension of diversity and think the job is done

Why is it important?

- Legal requirement
- If you provide services to the public sector you are required to have EDI policies and have evidence that they are implemented
- Gives staff and volunteers the opportunity to fulfil their potential
- Access to a wider range of talents, skills and experiences
- You can understand a broader range of people who use your service and the barriers often faced by them
- Being prepared will help you with any issues

Fortunately times have changed



- But have they enough?.....

Legislation

- Equality Act 2010
- Public Sector Equality Duty



Protected Characteristics

The following characteristics are protected characteristics—

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation

What is discrimination?

Discrimination is the unfair treatment of an individual or group of individuals based on an actual or perceived characteristic – linked to the protected characteristics.

The Act defines four main types of discrimination:

- Direct discrimination
- Indirect discrimination
- Harassment
- Victimisation

Direct Discrimination

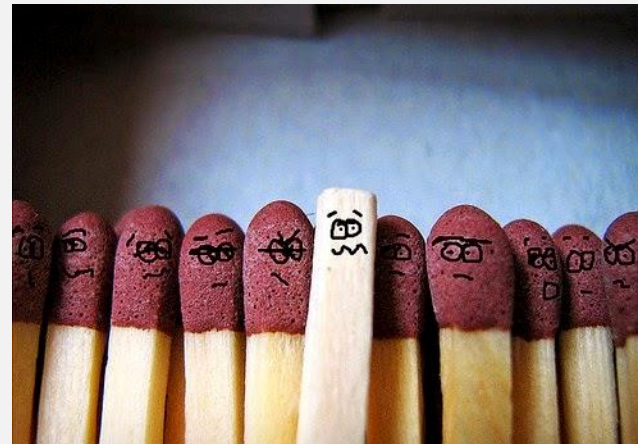
Direct discrimination occurs when:

- someone is treated less favourably than another person because of a protected characteristic they have or are thought to have (discrimination by perception) OR
- because they associate with someone who has a protected characteristic (discrimination by association).



Indirect discrimination

- Indirect discrimination can occur when a condition, rule, policy or practice in a company / organisation applies to everyone but particularly disadvantages people who share a protected characteristic



Harassment

- Harassment is *“unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual”*
- It occurs because an individual possesses a protected characteristic
- It can consist of verbal abuse, racist jokes, insensitive comments, leering, physical contact, unwanted sexual advances, ridicule or isolation
- Employers have a duty of care to employees to ensure they do not suffer from harassment within the workplace

Victimisation

Victimisation is when an individual is treated less favourably than others because they made, tried to make or supported a complaint of discrimination under the Equality Act.

Failure to make reasonable adjustments

When an individual has a disability employers have a duty to make 'reasonable adjustments' to the workplace to reduce the disadvantage that they could be facing.

For example: Altering a workspace to meet the needs of a person who uses a wheelchair.

What other reasonable adjustments can you think of?

Short Comfort Break

Breakout Rooms

In groups, identify the type of discrimination (direct or indirect) for each of the situation statements

What type of discrimination?

1. Denying a patient treatment because they are 'too old'
 - **Direct**
2. Having a policy where all female and male patients must be given care by someone of the same gender
 - **Indirect**
3. Having a policy where all staff are required to work on Sunday
 - **Indirect**
4. Refusing an employee time off work for a religious event
 - **Direct**
5. Denying a same-sex couple access to healthcare
 - **Direct**

What type of discrimination?

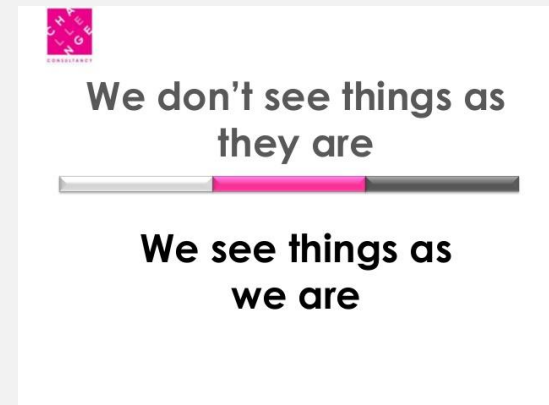
6. Serving lunch to service users at a certain time each day without flexibility
 - ***Indirect***
7. Not allowing an employee access to work opportunities because they are ‘too young’ or ‘too old’
 - ***Direct***
8. Not hiring a person because of their disability or not reasonably accommodating them
 - ***Direct***
9. Identification systems or dress codes which are not reasonable
 - ***Indirect***

Unconscious Bias?

Everyone has unconscious biases. The brain receives information all the time from our own experiences and what we read, hear or see in the media and from others

The brain uses shortcuts to speed up decision making and unconscious bias is a by-product.

- It's natural.
- It's unintended.
- It can affect decisions.
- It can be mitigated.



How can you challenge inappropriate behaviour in your organisation?

- Have conversations face to face
- Remember we are all responsible for building an inclusive environment
- Avoid blame - confront the issue rather than the person. As in any effective conversation, you should aim to do as much listening as talking. Sometimes we can work out how to do better for ourselves without being told
- Get advice before the conversation if necessary
- If you don't feel able to challenge a colleague, then discuss with your manager

How can you embed Equality, Diversity and Inclusion into your work?

- Practice active participation
- Up to date policy and procedure
- Quick and effective complaints procedure
- Meeting and discussion
- Training and induction
- Values/acceptable behaviours
- Review marketing materials
- Encourage people to share with you their own cultural, personal, social and religious traditions

What have you learnt today and how could you use that knowledge in your organisation?



Aims and Outcomes

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- identify ways to embed equality in your work/ setting;
- help celebrate people of all diversities and their achievements as part of your role

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