



Equality and Diversity Policy

Nottingham Financial Resilience Partnership (NFRP) is committed to encouraging equality, diversity and inclusion among our partners, trustees and workforce, and eliminating unlawful discrimination.

The aim is for our Partnership to be truly representative of all sections of society and the people of Nottingham, and for each partner, worker and employee to feel respected and able to give their best.

The Partnership - in providing services and/or facilities - is also committed against unlawful discrimination of anyone we deal with.

Our policy's purpose.

- provide equality, fairness and respect for all in our partnership or employment, whether as a worker, employee, self-employed; temporary, part-time or full-time.
- not discriminate against or to treat unfairly on the grounds of the Equality Act 2010 protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion and belief, sex, and sexual orientation; as well as other marginalised genders and orientations (LGBTQIA+)
- oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities.

Our commitments.

The organisation commits to:

1. Encourage equality, diversity and inclusion in the workplace as they are good practice and make business sense
2. 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 partners, trustees and workers are recognised and valued.

This commitment includes training trustees and workers about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include trustees and workers conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

All partners, trustees and workers should understand they, as well as the Partnership, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment and/or work for the Partnership, against fellow partners and staff, customers, suppliers and the public

3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by partners, staff, customers, suppliers, visitors, the public and any others in the course of the Partnership's activities.

Such acts will be dealt with as misconduct and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

Further, sexual harassment may amount to both an employment rights matter and 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.

4. Make opportunities for training, development and progress available to all trustees and workers, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the Partnership.
5. Decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
6. Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
7. Monitor the mix of NFRP partners, their aims and objectives, and the communities that they serve with respect to age, sex, ethnic background, sexual orientation and gender, religion or belief, and disability in order to ensure that the partnership is representative of all section of society and people of Nottingham, and to meet the aims and commitments set out in the equality, diversity and inclusion policy.

Monitor the make-up of trustees and workers in relation to age, sex, ethnic background, sexual orientation and gender, religion or belief, and disability in order to meet the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

Our grievance procedures.

Details of our grievance policy are set out in NFRPs grievance procedure document. Use of the grievance procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.

DATE FOR REVIEW: SEPTEMBER 2024

AGREED: SEPTEMBER 2023 BOARD OF TRUSTEES