



HOPE For Paediatric Epilepsy

L O N D O N

Equality, Diversity and Inclusion Policy



HOPE for Paediatric Epilepsy: London

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Purpose

HOPE for Paediatric Epilepsy: London (also referred to in this document as 'us', 'we' and 'the charity') is committed to encouraging equality and diversity among our volunteers and members and eliminating unlawful discrimination.

The aim is for our charity to be truly representative of all sections of society and for each trustee, volunteer and member to feel respected and able to give their best.

We seek to provide services to our members and events and are committed against unlawful discrimination of anyone connected to the charity and the public.

Definitions

The characteristics that are protected by the Equality Act 2010 are:

- age
- disability
- gender reassignment
- marriage or civil partnership (in employment only)
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation.

There are various types of discrimination prohibited by this policy. The main types are:

1) Direct discrimination

Direct discrimination occurs where one person is treated less favourably than another because of a protected characteristic set out in this policy. Types of direct discrimination are:

Associative discrimination - this is direct discrimination against someone because they associate with another person who possesses a protected characteristic. For example, an individual is discriminated against because their child is disabled.



Perceptive discrimination - this is direct discrimination against an individual because others think they possess a particular protected characteristic. For example, where people believe the individual is gay. It applies even if the person does not actually possess that characteristic.

2) Indirect discrimination

Indirect discrimination occurs when an unjustifiable requirement or condition is applied, which appears to be the same for all, but which has a disproportionate, adverse effect on one group of people. This is discrimination even though there was no intention to discriminate.

3) Victimisation

Victimisation is where an individual is treated less favourably than others because they have asserted legal rights or made a complaint against the charity or assisted someone in doing so. For example, victimisation may occur where an individual has raised a genuine grievance against the charity and is treated differently as a result.

4) 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 is important to remember that it is not the intention of the harasser but how the recipient perceives their behaviour, which determines whether harassment has occurred.

Commitment

HOPE for Paediatric Epilepsy: London are committed to nurturing an environment free from bullying, harassment, victimisation, and unlawful discrimination. Promoting dignity and respect for all, and where individual differences and the contributions of all are recognised and valued.

All trustees and volunteers should understand they can be held liable for acts of bullying, harassment, victimisation, and unlawful discrimination, in the course of their time with the charity, against fellow volunteers, members, suppliers, and the public.

Take seriously complaints of bullying, harassment, victimisation, and unlawful discrimination by fellow volunteers, members, suppliers, visitors, the public and any others in the course of the charity’s activities.

Such acts will be dealt with as misconduct, and any appropriate action will be taken. Make opportunities for training available to all trustees and volunteers, where appropriate and voted upon by the quorum, so the volunteers’ talents and resources can be fully utilised to maximise the efficiency of the charity and support its beneficiaries.



Review charity practices and procedures when necessary to ensure fairness and keep them updated and to consider any changes in the law.

Edited: November 2022 by Louise Miller (Trustee)

Reviewed and Checked: November 2022 by Dr Nadine Gurr (Chair)

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