



Healthier outcomes for everybody

Community Interest Company: a Social Enterprise Organisation

PHAST CIC Equality, Diversity and Inclusion Policy

Title	Equality, Diversity and Inclusion Policy
Applicable to	All employees and Associates of PHAST, including the chairman and board directors. Principles considered in all projects and training initiatives
Date Issued	August 2024
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Approved By	PHAST Board
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PHAST is committed to creating a culture in which diversity, equality of opportunity and inclusion are promoted actively and in which unlawful discrimination is not tolerated. PHAST recognises the real educational and business benefits of having a diverse community of staff and Associates and to this end, is working towards building and maintaining an environment which values diversity.

1. Policy Statement

PHAST believes in the principles of equity and social justice, acknowledges that discrimination affects people in complex ways and is committed to challenge all forms of inequality. To this end, PHAST will aim to ensure that:

- individuals are treated fairly, with dignity and respect regardless of their age, marital status, disability, race, faith, gender, language, social/ economical background or being lesbian or gay and any other inappropriate distinction;
- it affords all individuals, Associates and employees the opportunity to fulfil their potential;

- it promotes an inclusive and supportive environment for staff, Associates and visitors;
- it recognises the varied contributions to the achievement of PHASTs, mission made by individuals from diverse backgrounds and with a wide range of experiences.
- it requires all activities such as events, projects, training, newsletters and social media posts and our contracts with clients adhere to principles that promote equity, social justice, equality, diversity and inclusion.

2. Scope of the Policy

This policy applies to all staff, Associates and visitors to PHAST, together with those contracted to work with or for PHAST.

3. Aims of the Policy and underpinning principles

The aim of this policy is to ensure that in carrying out its activities PHAST will have due regard to:

- promoting equality of opportunity, across all the activities of PHAST
- promoting good relations between people of a diverse background
- eliminating unlawful discrimination

This policy is guided by the following principles, that:

- all staff, Associates and visitors should enjoy a safe environment free from discrimination and harassment/bullying
- all Associates and employees should have equal access to quality services that are made available by PHAST and its partners
- all staff and Associates should have equal access to opportunities for personal, professional or academic development and career, progression and promotion opportunities
- staff and Associates at PHAST should reflect the diversity of talent, experience and skills from the local, national and international pool from which it draws its Associates and workforce

4. Implementation of the Policy

The successful implementation of all strands of this policy relies on the mainstreaming of equality and diversity issues within the strategic planning process. It will be included in all PHAST contracts including Heads of Terms with Associates and project and training and Interim contracts with clients.

5. Responsibilities

The PHAST Board has responsibility for ensuring PHAST meets its legal obligations in respect of legislation relating to equal opportunities.

The PHAST Board is responsible for ensuring the strategic development, implementation and review of the Equality and Diversity Policy and progress on the implementation of corporate and area action plans.

PHAST Project and Training leads and Managers are responsible for:

- fostering a culture in which compliance with this policy is regarded as integral to the work of the area and in which equality and diversity issues are actively promoted;
- producing and implementing this policy in all proposals and action plans;
- ensuring staff and Associates are encouraged, supported and enabled to reach their full potential
- identifying appropriate staff development for themselves and their colleagues to meet the needs of their respective areas

Individual members of PHAST are responsible for:

- supporting and implementing the aims of this policy;
- promoting equality of opportunity;
- contributing to an environment free of fear or intimidation and which celebrates diversity;
- ensuring that their behaviour and actions do not amount to discrimination, harassment, bullying or victimisation in any way.

6. Breach of the Policy

PHAST will take seriously any instances of non-adherence to the Equality and Diversity policy by Associates, staff or visitors. Any instances of non-adherence will be investigated and where appropriate will be considered under the relevant disciplinary policy for staff. With regard to any breach of the policy by Associates or visitors, PHAST will take appropriate action in relation to the nature of the incident.

7. Relevant Legislation

PHAST will implement its Equality and Diversity Policy in accordance with current legislation and codes of practice including:

- EU Anti-Discrimination Directives (which currently include the Race Relations Act 1976 (Amendment) Regulations 2003, Religion and Belief Regulation 2003 and Sexual Orientation Regulation 2003)
- Special Educational Needs and Disability Rights in Education Act 2001
- Race Relations Amendment Act 2000
- Human Rights Act 1998
- Equality Act 2010 (formerly Disability Discrimination Act 1995)
- Race Relations Act 1976
- Equality Act 2010 (formerly Sex Discrimination Act 1975)
- Equal Pay Act 1970 and Amendment 1983