

Equality and Diversity Policy

Tess Cic is committed to eliminating discrimination and encouraging diversity amongst our workforce.

Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give of their best. To that end the purpose of this policy is to provide equality and fairness for all in our employment and not to discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age.

We oppose all forms of unlawful and unfair discrimination. All employees, whether part-time, full-time or temporary, will be treated fairly and with respect.

Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Our commitment:

- To create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- Every employee is entitled to a working environment that promotes dignity and respect to all.
- No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all staff.
- Equality in the workplace is good management practice and makes sound business sense.
- We will review all our employment practices and procedures to ensure fairness.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.

The policy will be monitored and reviewed annually.

It is the responsibility of the Directors to ensure all staff are aware of the policy, have access to the policy and that the staff understand of their responsibility under the policy.

This policy relates to the following legislation and codes of practice:

Disability:

Disability Discrimination Act 1995 and 2005
Disability Rights Commission Act 1999
Special Educational Needs Act 2001

Gender:

Equal Pay Act 1970 (as amended)
Sex Discrimination Act 1975 (as amended)
Equal Pay (Amendment) Regulations 1983
Sex Discrimination and Equal Pay (Amendment) Regulations 2003
Sex Discrimination Act 1986
Sex Discrimination Act (Gender Reassignment) Regulations 1999
Sex Discrimination (Indirect Discrimination and Burden of Proof) Regulation 2001
Equal treatment Directive (amended 2002)
Equal Pay Directive
Equality Act 2006
Pregnant Workers Directive
The Employment Equality (Sexual Orientation) Regulations 2001 (as amended in light of Civil Partnership Act)



Race and Religion:

Race Relations Act 1976

Race Relations (Amendment) Act 2000

Race Relations Act 1976 (Amendment Regulations) 2003 – EC Article 12 – Race directive enhancing RRAA

Employment Equality (Religion or Belief) Regulations 2003

Codes of practice

Disability Rights Commission

Code of practice: the elimination of discrimination in the field of employment against disabled persons or persons who have had a disability

Code of practice: Employment and occupation (2004)

Code of practice: Trade organisations and qualifications bodies (2004) Code of practice: Rights of access, goods, facilities, services and premises (2000)

Equal Opportunities Commission

Code of practice on sex discrimination (1985)

Code of practice on equal pay (2003)

Commission for Racial Equality

Code of practice on the duty to promote race equality (2005)

Code of practice for the Elimination of Racial Discrimination in Education in England & Wales (1989)

Code of practice in primary health care services (1992)

Code of practice in maternity services (1994)