



EQUALITY, DIVERSITY AND INCLUSION POLICY

The Swansea Wellbeing Centre is committed to encouraging equality, diversity and inclusion among our practitioners, volunteers and centre visitors, and eliminating unlawful discrimination.

The aim is for our practitioners and volunteers to be truly representative of all sections of society and our centre visitors, and for each person to feel respected and valued.

The organisation - in providing services - is also committed against unlawful discrimination of centre visitors or the public.

The policy's purpose is to:

- provide equality, fairness and respect for all in our engagement, whether temporary, part-time or full-time or on a volunteer basis
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation
- oppose and avoid all forms of unlawful discrimination.

The organisation commits to:

- Encourage equality, diversity and inclusion in the centre as they are excellent practice and show commitment to the Community we serve
- Create a Centre environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all practitioners, volunteers and visitors are recognised and valued.

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

All practitioners and volunteers should understand they, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their work and service against fellow colleagues, visitors, volunteers and the public

- The SWC takes seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow practitioners, volunteers, visitors, the public and any others in the course of the organisation's work activities.

We follow a complaints procedure where any matters of concern are dealt with promptly with directors and where a complaint is made all will be thoroughly investigated

Further, any sexual harassment allegations will be viewed seriously and may lead to being dealt with as a criminal matter and concerns will be reported. Professional bodies will be notified in writing and the Police where required.

- 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.
- Make opportunities for training, development and progress available to all the team 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 organisation.
- Decisions concerning practitioners being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
- Review practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
- Monitor the make-up of the practitioners and volunteers regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting 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.

The equality, diversity and inclusion policy is fully supported by directors.

Any complaint made in relation to the Centre is encouraged to sent in writing to Centre@wellbeingswansea.co.uk

This Policy is reviewed on an annual basis.