

Equality, Diversity & Inclusion Policy

Policy Name	Equality, Diversity & Inclusion Policy
Executive Owner	Chief Financial Officer
Approval body	People Committee
Frequency of approval	3 years
Date approved	April 2023
Date next approved	April 2026

Policy Statement

At Fight for Sight, we are committed to promoting equality and preventing discrimination at work. We know that these are essential attributes of any charity that seeks to promote valuable and lasting change in our society.

We know that simply having a diverse workforce is not enough. We want to create an inclusive environment, where everyone can contribute their best work and develop to their full potential.

We also want to celebrate the fact that everyone is different yet valued and to make sure that every colleague is treated with dignity and respect.

This policy applies to all colleagues, as well as volunteers, trustees, and other representatives of the charity.

Our commitments

- We promote equality of opportunity for everyone

- We value all our colleagues for their contribution, and we celebrate diversity in all aspects of our business
- We want to create a genuinely inclusive workplace, where we embrace the similarities and differences of all our colleagues
- We are against all forms of unlawful and unfair discrimination - we will not tolerate bullying and harassment in any form.

What is equality?

Equality is about ensuring everybody has an equal opportunity and is not treated differently or discriminated against because of their characteristics.

The Equality Act 2010 prohibits discrimination harassment or victimisation of individuals with protected characteristics.

We treat people as individuals, allowing them to be themselves regardless of the following protected and other characteristics:

- age
- gender reassignment
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation

What is diversity?

Diversity is about recognising, valuing, and taking account of people's different backgrounds, knowledge, skills, and experiences, and encouraging and using those differences.

Diversity is something that applies to everyone and is part of everything we do. It is an important part of our work and requires everyone to play a full part.

What is inclusion?

Inclusion is about engaging the uniqueness, talents, beliefs, backgrounds, abilities, and ways of working of all of us. It is also about working together to create a culture where people feel they belong and are valued and respected.

By being committed to equality, inclusion, and diversity, we can have the best people working and volunteering here, which will help make Fight for Sight a success.

Our responsibilities

We all have a responsibility to behave in a way that is respectful of other people and to understand that our views and opinions may not always be the same as others.

Here are some other things you can do to help create an inclusive workplace:

- Try to understand other peoples' points of view and help them understand yours
- If you ever see inappropriate behaviour, challenge, or report it
- If you challenge others, do so in a respectful way
- Be aware of different cultures and customs, and respect the benefits that diversity can bring
- Respect the confidentiality of colleagues
- Deal with colleagues, customers, and suppliers in an ethical and lawful way and with respect at all times
- Take responsibility for your own actions

- Look for solutions to problems and try to resolve issues constructively

Discrimination

In accordance with the Equality Act 2010, we will not tolerate any discrimination, harassment, or victimisation of someone because they have or are perceived to have a characteristic included in the “what is equality?” section of this policy.

Discriminatory behaviour of any kind will not be tolerated and is likely to lead to disciplinary action. Serious breaches of this policy may be treated as gross misconduct and could render the employee liable to summary dismissal. You should also bear in mind that you can be held personally liable for any act of unlawful discrimination or harassment. People who commit serious acts of harassment may also be guilty of a criminal offence.

We will investigate all claims of discrimination in a thorough and serious manner and fully support any legitimate claims of discrimination. If you feel that you have been discriminated against within the scope of this policy, you should follow the Grievance policy.

Recruitment and Terms & Conditions

Our recruitment processes will be conducted in such a way as to result in the selection of the most suitable person for the job in terms of relevant experience, abilities, and qualifications. We are committed to applying this policy at all stages of recruitment and selection.

If, after interviews and other assessments, we have two or more equally qualified candidates, we will look to favour any candidate with a visual impairment.

We are committed to ensuring that there is no discrimination in the terms and conditions offered to new employees, or to promoted employees.

Social model of disability

We are committed to the social model of disability. By this we mean we believe that people with a disability, including visual impairment, are disabled only by social and structural barriers which ultimately lead to discrimination and exclusion.