



# **Blue Flamingo Community Hub CIC**

## **Equality & Diversity Policy**

*Policy Owner: Blue Flamingo Community Hub CIC*

*Date policy reviewed: 21.1.2026*

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*Designated Safeguarding Lead: Erin Singleton*

## **1. Statement of Commitment**

Blue Flamingo Community Hub CIC is committed to eliminating discrimination and encouraging diversity amongst all our team. Our aim is to create a positive culture throughout, where diversity, inclusion and respect are core values and at the centre of all our activities.

Blue Flamingo is committed to tackling all forms of discrimination and inequality in the workplace and the services it provides by setting out how it will promote equality of opportunity and to prevent all forms of unlawful or unfair discrimination, harassment and victimisation on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion, age, maternity or paternity status.

We all have the right to expect to be able to work in an environment where we are shown respect and consideration, and in which the dignity of each and every individual is valued and maintained.

We also have a responsibility to ensure that our behaviour contributes to a positive work environment and that it does not cause offence.

### **Our Commitment:**

- To create an environment in which individual differences and the contributions of all our staff and volunteers are recognised and valued.
- That every employee and volunteer is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- All employees (full-time, part-time or temporary) and volunteers will be treated fairly and with respect.
- To the equality of opportunity which respects the identity, rights and value of each individual. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.
- All employees and volunteers will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilized to maximize the efficiency of the organisation.
- The policy will be monitored and reviewed annually.
- Encourage positive action to overcome disadvantage and discrimination through its work internally and externally.
- We will review all our employment practices and procedures to ensure fairness.

All employees, volunteers, trustees and contractors operating on behalf of the Blue Flamingo Community Hub CIC are expected to uphold this policy; breaches of equality policy will be regarded as misconduct and could lead to disciplinary proceedings.

## **2. Legislation**

This policy also embodies the principles contained in the Equality act 2010. The act identifies 'protected characteristics'. These are best described as certain attributes that people possess, which the law considers should be safeguarded.

### **2.1 Protected characteristics**

The following nine characteristics are protected:

#### **Age**

Age diversity within the workforce is promoted and valued through challenging age stereotyping, recognising that new ideas and fresh approaches can come from anyone irrespective of their age, recognising the benefits of a mixed-age workforce.

#### **Disability**

The abilities of disabled people are recognised and valued at all levels of the organisation through focusing on what employees can do rather than on what they cannot, challenging stereotypes about people with disabilities and in particular, not making assumptions about an individual's ability, making appropriate adjustments in the workplace so that all employees can reach their full potential regardless of any disability.

#### **Gender reassignment**

Members of the team who plan to undergo, are undergoing, or have undergone gender reassignment are protected against all forms of discrimination and harassment. Blue Flamingo Community Hub CIC will take positive steps to support a transgender person and ensure they are treated with dignity and respect.

#### **Marriage and civil partnership**

Employees are treated fairly and equally in the workplace irrespective of their marital or family status.

### **Pregnancy and maternity**

People will be treated fairly in the workplace throughout their maternity period and supported appropriately through pregnancy. Women will not be discriminated against within the Blue Flamingo Community Hub CIC employment policies.

### **Race**

The racial and cultural diversity of our communities is represented at all levels of the organisation through challenging racial stereotypes, understanding, respecting and valuing racial and cultural differences and perspectives, encouraging and enabling members of minority ethnic groups to volunteer or work for the Blue Flamingo Community Hub CIC at all levels.

### **Religion or belief**

Staff and volunteers are treated fairly in the workplace irrespective of their religious beliefs, faith or lack of belief. Team members are also expected to recognise the individual freedom of belief and right to protection from intolerance and persecution of other individuals and groups.

**Note: The expression of beliefs and opinions should not contravene Blue Flamingo Community Hub CIC's values or its capability to carry out its work.**

### **Sex**

Women and men are fully and properly represented and rewarded for their contribution at all levels of the organisation through challenging gender stereotypes, supporting employees/volunteers in balancing their life at work and at home.

### **Sexual Orientation**

People are treated fairly in the workplace irrespective of their sexuality through respecting the rights of everyone irrespective of whether or not they are open about their sexual orientation, respecting people of different lifestyles, even if they conflict with one's own religious or cultural beliefs, challenging negative stereotypical views, celebrating and welcoming significant lesbian, gay, bisexual and Trans (LGBT) events in the same way that similar events of importance to heterosexual people would be, for example civil partnerships.

## **3. Commitment to Inclusion**

Blue Flamingo Community Hub CIC is committed to creating an inclusive environment where unlawful discrimination on any grounds is eliminated and good

relations between people from different backgrounds and equality of opportunity are promoted.

The promotion of diversity and inclusion and a genuine equality of opportunity for all are central to ensuring fair employment and high quality service provision. In pursuing this the Blue Flamingo Community Hub CIC will ensure that in the development and use of employment procedures and practices, no person or group of people will suffer detrimentally in recruitment, promotion and dismissal or in the access to training facilities or other benefits. They will also not endure discriminatory behaviour in their everyday work, or when they are in receipt of services from the Blue Flamingo. We will continue to actively work towards eliminating discrimination on the grounds of a person's diversity and will work towards a culture where discriminatory behaviour by its employees, volunteers and trustees are routinely challenged in a constructive manner.

The Blue Flamingo Community Hub CIC will constantly strive to create a productive environment, representative of and responsive to different cultures and groups, where everyone has an equal chance to succeed.

### **Unacceptable Behaviour**

Bullying, harassment and discriminatory behaviour are unacceptable and should be challenged. All employees, volunteers and trustees have a responsibility to report any offensive behaviour that they witness to their appropriate line manager.

Any unacceptable behaviour by management should be reported to Erin Singleton (Safeguarding Lead & Executive Director).

Discrimination, bullying, harassment or exclusion is unacceptable and behaviour of this kind will not be tolerated. Any breach of the Equality or Diversity Policy will be promptly dealt with fairly within accordance with our policies.

The Blue Flamingo Community Hub CIC will seek to put in place an adequate system or procedures to deal with any form of harassment, unfair discrimination, incidents or complaints.

### **Types of Unlawful Discrimination**

#### **Direct Discrimination**

Direct discrimination is where a person is treated less favourably than another in comparable circumstances on a prohibited ground. An example of direct sex discrimination would be refusing to employ a person because they are pregnant.

### **Indirect Discrimination**

Indirect discrimination is where a provision, criterion or practice is applied which is such that it would be to the detriment of a considerably larger proportion of the relevant group to which the individual belongs than to others, which is not objectively justified and which is to the individual's detriment. An example of indirect sex discrimination could be requiring everyone to work full time unless there is a good reason, unrelated to sex, as to why the particular job has to be done on a full time basis, since requiring everyone to work full time will normally adversely affect a higher proportion of women than men.

### **Harassment**

Harassment is where there is unwanted conduct related to one of the prohibited grounds which has the purpose of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person, or is reasonably considered by that person to have the effect of violating his or her dignity or of creating an intimidating, hostile, degrading, humiliating or offensive environment for him or her, even if this effect was not intended by the person responsible for the conduct.

### **Failure to make Reasonable Adjustments**

Failure to make reasonable adjustments is where arrangements disadvantage an individual because of a disability and reasonable adjustments are not made to overcome the disadvantage.

### **Victimisation**

Victimisation is where someone is treated less favourably than others because he or she has alleged unlawful discrimination or supported someone to make a complaint or given evidence in relation to a complaint.

### **Responsibilities**

Line managers have a responsibility to:

- Ensure systems, procedures and services do not discriminate
- Support and implement actions that the Blue Flamingo Community Hub CIC takes to improve diversity and encourage equal opportunities

- Set a positive example in everything they do
- Listen to and respect others
- Challenge and report discriminatory behaviour
- Identify appropriate training and support for their staff and volunteers
- Attend appropriate training
- Implement and uphold all Blue Flamingo Community Hub CIC policies and procedures

Staff and volunteers have a responsibility to:

- Attend appropriate training provided by the Blue Flamingo
- Set a positive example in everything they do
- Listen to and respect others
- Challenge and report discriminatory behaviour
- Uphold all Blue Flamingo Community Hub CIC policies and procedures

Contractors or other individuals operating on behalf of the Blue Flamingo have a responsibility to:

- Ensure systems, procedures and services do not discriminate
- Support and implement actions that the Blue Flamingo takes to improve diversity and encourage equal opportunities
- Set a positive example in everything they do
- Listen to and respect others
- Challenge and report discriminatory behaviour
- Attend appropriate training
- Implement and uphold all Blue Flamingo Community Hub CIC policies & procedures

**Breaches of the Equality and Diversity Policy will be regarded as misconduct and could lead to disciplinary proceedings or in the case of volunteers, dismissal.**