

Equality and Diversity Policy

This policy is Autus's equal opportunities policy as it relates to our work with learners and beneficiaries of our courses and programmes.

GENERAL STATEMENT

As a charity and organisation set up to support the needs of people with disabilities and complex needs, Autus is committed to equality and diversity and removing unnecessary barriers to those wishing to improve their lives and employment prospects.

The aim of this policy is to ensure that:

- a) Equality and diversity remains a priority for the Board of Trustees, staff and volunteers.
- b) No learner or applicant is treated less favourably on the grounds of disability, race, colour, religion, nationality, ethnic origin, sexual orientation (including transgender status), gender, marital status, pregnancy and maternity status or age (except where age restrictions exist for certain programmes).
- c) No person is disadvantaged by any conditions or requirements, which cannot be shown to be justified.
- d) Reasonable adjustments are made wherever possible to ensure that assessment decisions and course requirements are fair/accessible by all.

In order to achieve these aims Autus commits to:

- i) Actively ensuring equality in all aspects of service delivery and to ensure our services/products are accessible to all who require them and are entitled to receive them.
- ii) Compliance with equality and diversity legislation and current best practice
- iii) Regular training of staff to keep sensitised to challenges faced by under-represented groups and/or disaffected individuals.
- iv) Continued review of our policies and procedures to ensure they do not directly or indirectly discriminate against people.

RESPONSIBILITY FOR EQUALITY AND DIVERSITY

Darshan Raja Rayan is responsible for being the equal opportunities champion for the organisation. Should you have any questions or concerns regarding equality and diversity as you undertake a programme with us please contact darshan@autus.org.uk

The EDC will be responsible for identifying the need for staff training and updating in respect of equality and diversity.

COMPLAINTS AND INVESTIGATIONS

All complaints made to under this policy should go to the Equalities Champion in the first instance who will then pass it on to the CEO and Board of Trustees.

Formal investigation will be conducted by a representative from the Board of Trustees and a response provided within 14 days. The organisation's disciplinary procedure may be invoked should it be deemed necessary.

A report of such complaints and investigations together with action taken will be held on file by the organisation for three years.

Review of Policy

This policy will be reviewed whenever there is a significant relevant change required and in any case at least every year.

Related Policies:

Staff equal opportunities policy
Disciplinary Procedure