

Equal Opportunities and Diversity Policy



1. Policy Statement

The Royal College of Chiropractors (RCC) is committed to achieving an operational environment which provides equality of opportunity and freedom from unlawful discrimination on the grounds of race, sex, pregnancy and maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientation. This Policy aims to guard against unfair and discriminatory practices within the RCC and to encourage full contribution from its diverse community. The RCC is committed to actively opposing all forms of discrimination.

The RCC also aims to provide a service that does not discriminate against its members and other stakeholders in the means by which they can access the services supplied by the RCC. The RCC believes that all employees, members and stakeholders are entitled to be treated with respect and dignity.

Any and all personal data used in connection with this Policy shall be collected, held, and processed in accordance with the RCC's Privacy/Data Protection Policy.

2. Objectives of this Policy

- To prevent, reduce and stop all forms of unlawful discrimination in line with the Equality Act 2010;
- To ensure that recruitment, promotion, progression, training, development, assessment, benefits, pay, terms and conditions of employment, redundancy and dismissals are determined on the basis of capability, qualifications, experience, skills and productivity.

3. Designated Officer

Name: Rob Finch
Position: CEO
Contact details: 01491 340022 | chiefexec@rcc-uk.org

4. Definition of Discrimination

Discrimination is unequal or differential treatment which leads to one person being treated more or less favourably than others are, or would be, treated in the same or similar circumstances on the grounds of race, sex, pregnancy and maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientation. Discrimination may be direct or indirect, and includes discrimination by perception and association.

4.1 Types of Discrimination

4.11 *Direct Discrimination*

This occurs when a person or a policy intentionally treats a person less favourably than another on the grounds of race, sex, pregnancy and maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientation.

4.12 *Indirect Discrimination*

This is the application of a policy, criterion or practice which an organisation applies to all individuals but which is such that:

- it is detrimental to a considerably larger proportion of people from the group that the person the organisation is applying it to represents;
- the organisation cannot justify the need for the application of the policy on a neutral basis;
- the person to whom the organisation is applying it suffers detriment from the application of the policy.

Example: A requirement that all employees must be 6ft tall if that requirement is not justified by the position would indirectly discriminate against employees with an oriental ethnic origin, as they are less likely to be able to fulfil this requirement.

4.13 Harassment

This occurs when a person is subjected to unwanted conduct that has the purpose or effect of violating their dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment.

4.14 Victimisation

This occurs when a person is treated less favourably because they have brought or intend to bring proceedings or they have given or intend to give evidence.

4.2 Unlawful Reasons for Discrimination

4.21 Sex

It is not permissible to treat a person less favourably on the grounds of sex, marital status, civil partnership, pregnancy or maternity, gender reassignment or transgender status. This applies to men, women and those undergoing or intending to undergo gender reassignment. Sexual harassment of men and women can be found to constitute sex discrimination.

Example: Asking a woman during an interview if she is planning to have any (more) children constitutes discrimination on the ground of gender.

4.22 Age

It is not permissible to treat a person less favourably because of their age. This applies to people of all ages. This does not currently apply to the calculation of redundancy payments.

4.23 Disability

It is not permissible to treat a disabled person less favourably than a non-disabled person. Reasonable adjustments must be made to give the disabled person as much access to any services and ability to be employed, trained, or promoted as a non-disabled person.

4.24 Race

It is not permissible to treat a person less favourably because of their race, the colour of their skin, their nationality or their ethnic origin.

4.25 Sexual Orientation

It is not permissible to treat a person less favourably because of their sexual orientation. For example, an employer cannot refuse to employ a person because s/he is homosexual, heterosexual or bisexual.

4.26 Religion or Belief

It is not permissible to treat a person less favourably because of their religious beliefs or their religion or their lack of any religion or belief.

5. Positive Action in Recruitment

Under the Equality Act 2010, positive action in recruitment and promotion applies as of 6 April 2011. 'Positive action' means the steps that the RCC can take to encourage people from groups with different needs, or with a past record of disadvantage or low participation, to apply for positions within the RCC.

If the RCC chooses to utilise positive action in recruitment, this will not be used to treat people with a protected characteristic more favourably, it will be used only in tie-break situations when there are two candidates of equal merit applying for the same position.

6. Reasonable Adjustments

The RCC has a duty to make reasonable adjustments to facilitate the employment/involvement of a disabled person. These may include:

- making adjustments to premises;
- re-allocating some or all of a disabled individual's responsibilities;
- transferring a disabled individual to a role better suited to their disability;

- relocating a disabled individual to a more suitable environment;
- giving a disabled employee time off work for medical treatment or rehabilitation;
- providing training or mentoring for a disabled individual;
- supplying or modifying equipment, instruction and training manuals for disabled individuals;
- any other adjustments that the RCC considers reasonable and necessary provided such adjustments are within the financial means of the RCC.

If an individual has a disability and feels that any such adjustments could be made by the RCC, they should contact the Designated Officer.

7. Responsibility for the Implementation of this Policy

All trustees, employees, officers, contractors and agents of the RCC are required to act in a way that does not subject any other individuals to direct or indirect discrimination, harassment or victimisation on the grounds of their race, sex, pregnancy or maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientation.

The co-operation of all is essential for the success of this Policy. Senior staff and trustees are expected to follow this Policy and to try to ensure that all trustees, employees, officers, contractors and agents do the same.

Trustees, employees and officers of the RCC may be held independently and individually liable for their discriminatory acts by the RCC and in some circumstances an Employment Tribunal may order them to pay compensation to the person who has suffered as a result of discriminatory acts.

The RCC takes responsibility for achieving the objectives of this Policy, and endeavours to ensure compliance with relevant Legislation and Codes of Practice.

8. Acting on Discriminatory Behaviour

In the event that an employee is the subject or perpetrator of, or witness to, discriminatory behaviour, please refer to the RCC Staff Handbook.

9. Advice and Support on Discrimination

Employees may contact their line manager. Members and other stakeholders may contact the Designated Officer. Other contacts include:

Equality and Human Rights Commission

London
Fleetbank House
2-6 Salisbury Square
London
EC4Y 8JX

Helpline Telephone Number:
Phone: 0808 800 0082
Textphone: 0808 800 0084

Website: www.equalityhumanrights.com

Citizens Advice Bureau

3rd Floor North
200 Aldersgate Street
London
EC1A 4HD

Website: www.citizensadvice.org.uk

Community Legal Services Direct

Telephone: 0845 345 4 345

Website: www.clsdirect.uk

10. The Extent of this Policy

10.1 The RCC seeks to apply this Policy in the recruitment, selection, training, appraisal, development, progression and promotion of all employees, trustees, members, contractors and officers. The RCC offers goods and services in a fashion that complies with the spirit of this Policy.

10.2 This Policy does not form a part of any employment contract with any employee and its contents are not to be regarded by any person as implied, collateral or express terms to any contract made with the RCC.

10.3 The RCC reserves the right to amend and update this Policy at any time.

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