

Social Solutions Inst. for Research and Development
Equal Opportunities and Diversity Policy
2009

1. Policy Statement

Social Solutions Inst (SSI) (“the Company”) is committed to achieving a working environment which provides equality of opportunity and freedom from unlawful discrimination on the grounds of race, colour, nationality, ethnic origin, gender, marital status, disability, religious beliefs, age or sexual orientation. This Policy aims to remove unfair and discriminatory practices within the Company and to encourage full contribution from all members of its workforce. The Company is committed to actively opposing all forms of discrimination.

The Company also aims to provide a service that does not discriminate against its clients and customers in the means by which they can access the services and goods supplied by the Company. The Company believes that all practitioners, consultants and clients are entitled to be treated with respect and dignity.

2. Objectives of this Policy

- 2.1 To reduce, stop and prevent all forms of unlawful discrimination.
- 2.2 To ensure that recruitment, promotion, training, development and service provision are determined on the basis of capability, qualifications, experience, skills and productivity.

3. Designated Officer

Name: Anita Maddison
Position: Director
Telephone Number 020 8251 0073

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, colour, nationality, ethnic origin, gender, marital status, disability, religion, age, sexual orientation. Discrimination may be direct or indirect.

5. Types of Discrimination

5.1 Direct Discrimination

This occurs when a person or a policy intentionally treats a person less favourably than another on the grounds of colour, nationality, ethnic origin, gender, marital status, disability, religion, age, or sexual orientation.

5.2 Indirect Discrimination

This is the application of a policy, criterion or practice to a person which the Company would apply to others but which is such that:

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

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

6. Unlawful Reasons for Discrimination

6.1 Gender and Marital Status

It is not permissible to treat a person less favourably on the grounds of their gender or the fact they are married. This applies to both men and women. Sexual harassment of men and women can be found to constitute sex discrimination. For example, asking a woman during an interview if she is planning to have any (more) children constitutes discrimination on the ground of gender.

6.2 Age

It is not permissible to treat a person less favourably because of their age. This applies to people of all ages.

6.3 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 the service and ability to be employed, trained, or promoted as a non-disabled person.

6.4 Race, Colour, Nationality and Ethnic Origin

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.

6.5 Sexual Orientation

It is not permissible to treat a person less favourably because of their sexual orientation. For example, a Company cannot refuse to utilize a person because s/he is homosexual, or transsexual.

6.6 Religion or Belief

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

7. Reasonable Adjustments

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

- 7.1 Making adjustments to premises;
- 7.2 Re-allocating some or all of a disabled practitioner's duties;
- 7.3 Transferring a disabled practitioner to a role better suited to their disability;
- 7.4 Relocating a disabled practitioner to a more suitable office;
- 7.5 Giving a disabled practitioner time off work for medical treatment or rehabilitation;
- 7.6 Providing training or mentoring for a disabled practitioner;
- 7.7 Supplying or modifying equipment, instruction and training manuals for disabled practitioners; or
- 7.8 Any other adjustments that the Company considers reasonable and necessary provided such adjustments are within the financial means of the Company.

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

8. Responsibility for the Implementation of this Policy

The co-operation of all practitioners is essential for the success of this Policy. However, the ultimate responsibility for achieving the objectives of this Policy, and for ensuring compliance with relevant Legislation and Codes of Practice, lies with the Company. Senior practitioners are expected to follow this Policy and ensure that all practitioners, subcontractors and agents do the same.

All practitioners, subcontractors and agents of the Company are required to act in a way that does not subject any other practitioners or clients to direct or indirect discrimination on the grounds of race, colour, nationality, ethnic origin, gender, marital status, disability, religion, age or sexual orientation.

Practitioners may be held independently and individually liable for their discriminatory acts by an Employment Tribunal and ordered to pay compensation to the person who has suffered as a result of discriminatory acts.

9. Acting on Discriminatory Behaviour

In the event that a practitioner is the subject or perpetrator of, or witness to, discriminatory behaviour, please refer to the company disciplinary and grievance procedures.

10. Advice and Support on Discrimination

Practitioners may contact:

Equality and Human Rights Commission

Arndale House
The Arndale Centre
Manchester
M4 3AQ

3 More London
Riverside Tooley Street
London
SE1 2RG

3rd Floor, 3 Callaghan Square
Cardiff
CF10 5BT

The Optima Building
58 Robertson Street
Glasgow
G2 8DU

Telephone (England): 0845 604 6610
Telephone (Wales): 0845 604 8810
Telephone (Scotland): 0845 604 5510

Website: www.equalityhumanrights.com

Citizens Advice Bureau

Myddleton House
115-123 Pentonville Road
London
N1 9LZ

Website: www.citizensadvice.org.uk

Community Legal Services Direct

Telephone: 0845 345 4 345

Website: www.clsdirect.org.uk

11. The Extent of the Policy

- 11.1 The Company seeks to apply this Policy in the recruitment, training, development of all practitioners. The Company seeks to ensure that all sub-contractors and agents act in accordance with this Policy. The Company accepts no liability for the actions of sub-contractors and agents. The Company offers goods and services in a fashion that complies with the spirit of this Policy.
- 11.2 This Policy does not form a part of any contract with any practitioner and its contents are not to be regarded by any person as implied, collateral or express terms to any contract made with the Company.
- 11.3 The Company reserves the right to amend and update this Policy at any time.

This policy has been approved & authorised by:

Name: Anita Maddison

Position: Director

Date: October 2009

Signature: See File Copy