



## **Incorporating Teenage Drop-in Centre (TADIC/EYCS)**

### **EQUAL OPPORTUNITIES POLICY**

The Young People's Wellbeing Service (incorporating both Tadic and EYCS) is an equal opportunities organisation. The aim of this policy is to ensure that clients do not receive less favourable treatment on the grounds of age, sex, marital status, civil partnership, disability, race, colour, nationality, ethnic or national origins, religion or belief, gender re-assignment, or sexual orientation, and that they are not disadvantaged by provisions, criteria or practices which can not be shown to be objectively justified in law. Where a client is disabled, YPWS will comply with the duty to make reasonable adjustments.

1. YPWS will do its utmost to ensure that all clients are treated fairly, and that the environment is free from discrimination, victimisation and harassment.
2. The success of any policy depends on the degree of commitment of everyone working at YPWS, and staff should be aware of the equal opportunities policy, and of the obligations which fall upon them to ensure its success. Staff have the responsibility to comply with this policy and the legislation relating to discrimination.
3. Clients under YPWS (attending any of the Tadic or Eastleigh Youth Counselling (EYC) centres) will be treated on the basis of their physical, emotional or sexual need. Although the services are primarily aimed at teenagers, nobody will be turned away based on their age. They will be seen and signposted to the correct service. Although the services are aimed at clients living within Eastleigh borough, nobody will be turned away based on their address. They will be seen and signposted to the correct service.
4. All employees should appreciate that breach of the practice's equal opportunities policy is regarded very seriously. Such a breach is likely to lead to disciplinary action which may result in dismissal.
5. The responsibility for ensuring that the Policy is implemented lies with the Lead Doctor/Clinical lead.
6. It is the policy of YPWS to meet the provisions of the Equality Act. This statute makes it unlawful to discriminate on the grounds of age, disability, gender re-assignment, marriage and civil partnership, race, religion or belief, sex, or sexual orientation.
7. Discrimination can occur in a number of ways. There can be direct discrimination, indirect discrimination, victimisation and harassment. There can also be disability related discrimination, or a failure to make reasonable adjustments for disabled persons under the Equality Act.

8. **Direct discrimination** occurs where a person is treated less favourably simply on the grounds of, age, disability, gender re-assignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation. It is not essential that direct discrimination is deliberate or with malice, and it can also be on the basis of association or perception
9. Direct discrimination applies particularly where it is considered that someone of a different sex or ethnic background to the client base is turned away because he or she might not 'fit in'.
10. In relation to sexual orientation, direct discrimination would arise where a client is turned away because they are homosexual.
11. Direct discrimination relating to religion or belief might apply where a client is turned away because that person is Muslim/Christian/Catholic etc.
12. Indirect discrimination arises where a provision, criterion or practice is applied equally to a person which is discriminatory in relation to a relevant protected characteristic of that person (the protected characteristics are age, disability, gender re-assignment, marriage and civil partnership, race, religion or belief, sex, and sexual orientation). A provision, criterion or practice is discriminatory in relation to a relevant protected characteristic of a person if the employer applies, or would apply it to persons with whom the person does not share the characteristic, and it puts or would put persons with whom he shares the characteristic at a particular disadvantage when compared with those with whom the person does not share the characteristic and it puts or would put the person at that disadvantage, and YPWS can not show it to be a proportionate means of achieving a legitimate aim.
13. This means that anyone who has brought proceedings under the Equality Act 2010, given evidence or information in connection with proceedings under the Act, done any other thing for the purposes of or in connection with the Act, or made an allegation that a person or other persons have contravened the Act is protected from being subjected to a detriment.
14. Clients should understand that those who have made complaints of unlawful discrimination are protected only where their complaint was made in good faith and is such that, if proved, it would amount to unlawful treatment under the Act. Victimisation also covers the situation where it is alleged that the discriminator or any other person has committed an act which would be a breach of the Acts.
15. Disability is one of the protected characteristics and this policy prohibits either direct or indirect disability discrimination. In addition, there is **discrimination arising from disability**.
16. This occurs where a person discriminates against a disabled person if that person treats the disabled person unfavourably because of something arising in

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Responsible Person: Operations Manager

consequence of the disabled person's disability and the person can not show that the treatment is a proportionate means of achieving a legitimate aim.

17. This would occur where there was unfavourable treatment of a disabled person, but the reason for the unfavourable treatment was not the disability itself, but something which arose as a result of the disabled person's disability.
18. The Equality Act provides that there is a duty to make reasonable adjustments in respect of a disabled person, and the Centre's policy is to eliminate barriers to access and participation for disabled people.
19. YPWS is responsible for any act of discrimination committed by an employee in the course of his/her employment, whether or not it was done with the organisation's knowledge or approval. It is a defence in proceedings for the employer to prove that such steps were taken as were reasonably practicable to prevent the employee from discriminating, e.g., by operating a clear policy of non-discrimination and equal opportunity.