

Equality & Diversity Policy

Overview

The Cure Parkinson's Trust is committed to:

- supporting equality and diversity within our staff and wider team;
- developing a team which broadly reflects society and in which each individual feels respected and able to flourish; and
- preventing unlawful discrimination, including towards our supporters and members of the public.

DETAIL

The Cure Parkinson's Trust (CPT) will:

- demonstrate equality, fairness and respect towards all our employees whether temporary, part-time or full-time;
- not unlawfully discriminate against age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (embracing ethnic or national origin, colour or nationality), religion or belief, sex, or sexual orientation;
- avoid other forms of unlawful discrimination in eg pay and benefits, terms and conditions of employment, promotion, training or other developmental opportunities, parental leave, requests for flexible working, and issues of grievance, discipline, redundancy and dismissal;
- create a working environment free of bullying, harassment, victimisation and unlawful discrimination; promoting dignity and respect for everyone; and recognising and valuing individual differences and the contributions of all staff;

- train all employees about their rights and responsibilities under this Equality and Diversity policy, including an appreciation that the conduct of individuals is essential in achieving our common goals;
- take seriously complaints by fellow employees, volunteers, supporters or those outside the charity of bullying, harassment, victimisation and unlawful discrimination in the course of the charity's activities;
- make available training and development opportunities to help, support and encourage all staff to achieve their full potential and apply their talents for their own and CPT's benefit;
- review our employment procedures should relevant changes in the law occur and annually to ensure they remain fit for purpose;
- review annually how this Equality and Diversity Policy is working in practice and address promptly any issues that arise.
- Ensure that all staff understand the following. All Staff as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination in the course of the charity's activities. Such acts will be dealt with as misconduct under the charity's grievance and/or disciplinary procedures and any appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice. Moreover, sexual harassment may amount to both an employment rights and criminal matter eg in sexual assault allegations. In addition, harassment under English law, which is not limited to circumstances where harassment relates to a particular characteristic, is a criminal offence. CPT's grievance and disciplinary procedures are contained in the Staff Handbook.

This Equality and Diversity Policy is fully supported by the Senior Management Team.

Approved by Trustees November 2020
To be reviewed November 2021
Governance & Risk Committee

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