EQUALITY & DIVERSITY POLICY
Updated: 18th January 2023

Definitions

Equality: equality is the principle of equal treatment for all people irrespective of their age, colour, disability, ethnic origin, sex, gender reassignment, HIV status, marriage and civil partnership, nationality or national origins, race, religion or beliefs, responsibility for dependents, sexual orientation, pregnancy and maternity.

Diversity: the acceptance that we are all different, but we are all equal. Diversity focusses on valuing and celebrating the strengths in people's differences.

Equality and diversity is about accepting people's differences and creating an environment in which all can thrive and contribute.

All staff and volunteers will be made aware of the contents of this policy as part of the training process.

Inclusion and respect

Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment and have no place at the Software Charity.

The Software Charity is committed to ensuring that all feel valued, that the skills and talents of individuals are recognised and fully utilised and that the environment at The Software Charity is productive and rewarding, a place where there is respect for difference in culture and experience.

Dealing with discrimination and harassment

The Software Charity is also aware of how people can be subject to harassment on a wide variety of grounds and take many forms. Harassment is a physical, verbal or non-verbal action which is unwelcome, unwanted and offensive to the recipient and has the effect of violating their dignity and creating an intimidating, hostile, degrading, humiliating or offensive atmosphere for that person. This can include embarrassing or offensive jokes, unwelcome physical contact or sexual advances, the expression of racist, homophobic etc views, lewd comments and innuendo and sending offensive text messages.

The Software Charity Trustees are responsible for implementing this policy and upholding its principles in everything it does.

Procedures

We will make sure that:

- We promote respect for other people and treat everyone fairly

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January 2023

- Everyone at the Software Charity is able to meet together in a positive and accepting environment where they are safe from harm, abuse, harassment and intimidation
- Staff and volunteers recognise and challenge prejudice and discrimination
- We monitor what we do to meet any legal requirements and so that this policy is implemented properly and understood by all
- We take incidents, including those of harassment and bullying, seriously (please refer to our Anti Bullying Policy)
- Any issues of inequality, harassment or discrimination should be reported to the Chairman of Trustees who will enable the parties involved to give their version of events before considering further action.

The procedures laid out in this policy are with regard to legislation defined by the Equality Act 2010; Human Rights Act 1998; Protection from Harassment Act 1997, Asylum and Immigration Act 1996 and 1999

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