Equality and Diversity statement

Policy Information

Responsible Person	**Wayne Stewart**
Date	**03/09/2026**
Review Date	**03/09/2027**
Review frequency	**Annually**
Version No.	**1.3**

Introduction

It is the policy of New Roots Workshop CIC to promote Equality of Opportunity with the primary aim of providing equality for all and preventing any form of discrimination and take all reasonable steps to ensure that all participants in the activities of New Roots Workshop CIC will be subject to the contents of this policy.

Policy Statement

New Roots Workshop CIC is committed to creating an inclusive environment to maximise the potential of all employees, young people and volunteers.

New Roots Workshop CIC recognises that everyone has a contribution to make to society and a right to equal opportunity.

New Roots Workshop CIC will not tolerate discrimination, harassment, bullying or victimisation of employees, young people and volunteers. In compliance with the Equality Act 2010 (updated May 2026), which makes it unlawful to discriminate directly or indirectly in recruitment or employment, no employee, participant or volunteer or organisation/individual to which New Roots Workshop CIC provides services will be discriminated against on the grounds of:

- Age
- Disability
- Gender (or sex)
- Gender reassignment
- Race
- Religion or belief
- Sexual orientation
- Pregnancy and maternity

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Principles

The key principles of this policy are to:

- Provide equality for all
- Promote an inclusive culture
- Respect and value the differences of everyone
- Prevent discrimination, harassment and victimisation
- Promote and foster good relations across the workforce, with young people, volunteers and other partners.

Equal Opportunities Policy Procedures

To create an environment in which individual differences and the contributions of all students, staff and volunteers and beneficiaries are recognised and valued. All staff (whether part-time, full-time or temporary), volunteers, young people and beneficiaries will be treated fairly and with respect.

- All vacancies will be advertised internally and externally simultaneously and will include a statement on equal opportunities.
- Selection for employment/volunteering, promotion, training or any other benefit will be on the basis or aptitude and ability. Training, development and progression opportunities are available to all employees and volunteers.
- One out of a 2 panel minimum New Roots Workshop CIC team must be qualified in Safety Recruitment. (Currently Colin Robertson)
- All selection/rejection decisions will be recorded.
- All staff, students and volunteers will be helped and encouraged to develop their full potential, and the talents and resources of individuals will be utilised to maximise the effectiveness of New Roots Workshop CIC activities.
- All staff; students and volunteers and beneficiary are entitled to be part of an environment that promotes dignity and respect to all.
- No form of intimidation, bullying or harassment will be tolerated.
- All employees, participants and volunteers have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals to Wayne Stewart.

Breaches of this policy will be regarded as misconduct and could lead to disciplinary proceedings.

The successful implementation of this policy depends on the awareness and commitment of all employees, participants and volunteers and members of the New Roots Workshop CIC. Therefore, all new employees, participants and volunteers will be made aware of its existence and reminded of the principles and practice contained herein.

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Equality Duty

In addition to adhering to our above stated Equality and Diversity statement and policy, New Roots Workshop CIC also recognises and adopts the public sector equality duty objectives outlined below:

Equality Duty Statement

The equality duty was developed to harmonise the equality duties and to extend it across the protected characteristics. It consists of a general equality duty, supported by specific duties which are imposed by secondary legislation. In summary, those subject to the equality duty must, in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

These are sometimes referred to as the three aims or arms of the general equality duty. The Act explains that having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

The Act states that meeting different needs involves taking steps to take account of disabled people's disabilities. It describes fostering good relations as tackling prejudice and promoting understanding between people from different groups. It states that compliance with the duty may involve treating some people more favourably than others.

The equality duty covers the nine protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. We recognise that public authorities also need to have due regard to the need to eliminate unlawful discrimination against someone because of their marriage or civil partnership status. This means that the first aim of the duty applies to this characteristic but that the other aims (advancing equality and fostering good relations) do not apply.

Purpose of the duty

The broad purpose of the equality duty is to integrate consideration of equality and good relations into the day-to-day business of public authorities. If you do

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not consider how a function can affect different groups in different ways, it is unlikely to have the intended effect. This can contribute to greater inequality and poor outcomes. The general equality duty therefore requires organisations to consider how they could positively contribute to the advancement of equality and good relations. It requires equality considerations to be reflected into the design of policies and the delivery of services, including internal policies, and for these issues to be kept under review.

Compliance with the general equality duty is a legal obligation, but it also makes good business sense. An organisation that can provide services to meet the diverse needs of its users should find that it carries out its core business more efficiently. A workforce that has a supportive working environment is more productive. Many organisations have also found it beneficial to draw on a broader range of talent and to better represent the community that they serve. It should also result in better informed decision-making and policy development. Overall, it can lead to services that are more appropriate to the user, and services that are more effective and cost-effective. This can lead to increased satisfaction with public services.

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