

# Equality and Diversity

The trustees of Millington's are committed to promoting equality and diversity within our policies, practices and procedures. We recognise our responsibilities under the Equality Act 2010 (see Appendix). This applies to all aspects of the work of the Millington's and is promoted through the following values:

- Openness by encouraging and supporting new ideas that will improve the service that Millington's provides.
- Respect towards each other
- Honesty by working in an ethical way
- Caring with dignity and respect for the individual
- Support individuals to develop equality and diversity awareness and understanding.

Millington's is restricted under its governing documents to provide homes for its residents. Subject only to this restriction, the trustees do not discriminate regardless of age, disability, sex, pregnancy and maternity, race, religion or belief, sexual orientation, gender preference, marriage or civil partnership status.

Millington's does not discriminate on the grounds of disability and will take all reasonable measures to accommodate people with disabilities, subject to the limitations of the accommodation available.

This policy relates to all residents, trustees, staff, volunteers and visitors.

The trustees of Millington's are responsible for ensuring that the policy is implemented. The trustees will nominate a member of the Board to take lead responsibility.

The trustees of Millington's will not tolerate discrimination or harassment of any kind. Complaints of discrimination or harassment will be taken seriously and investigated.

## Reporting procedure

Any individual(s) who feel that they have suffered or witnessed any form of discrimination should follow the Millington's Complaints Procedure.

## Related policies and procedures

This policy does not work in isolation. It connects and interlinks with the following policies, procedures and documents:

Appointment Policy  
Safeguarding Policy  
Complaints Policy  
Resident Handbook  
Staff Recruitment  
Trustee Recruitment  
Volunteer Recruitment

## Appendix

The Equality Act 2010 includes an exception for charities. This allows charities under certain circumstances to restrict benefits to people with a particular protected characteristic (but not a group defined by colour) if the restriction already appears in the charity's governing document.  
Equality Act 2010 – Definitions

**Age:** An age group includes people of the same age and people of a particular range of ages. Where people fall in the same age group, they share the protected characteristic of age.

**Disability:** A person has a disability if they have a physical or mental impairment and the impairment has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.

**Gender reassignment:** A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) to reassign the person's sex by changing physiological or other attributes of sex.

**Marriage and civil partnership:** A person has the protected characteristic of marriage and civil partnership if the person is married or is a civil partner.

**Pregnancy and maternity:** Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

**Race including colour, nationality, ethnic or national origin:** A race can mean a person's colour, or nationality (including your citizenship). It can also mean a person's ethnic or national origins, which may not be the same as their current nationality.

**Religion or belief:** Religion means any religion and a reference to religion includes a reference to a lack of religion. A religion must have a clear structure and belief system. Denominations or sects within a religion can be considered to be a religion or belief, such as Protestants and Catholics within Christianity.

**Sexual Orientation:** A person has the protected characteristics if they are heterosexual, gay, lesbian or bisexual or if they are perceived to have a particular sexual orientation or a person is connected to someone who has a particular sexual orientation.

**Sex:** People have the protected characteristic of sex being a man or a woman, and men share this characteristic with other men and women with other women.

<https://www.gov.uk/government/publications/equality-act-guidance-for-charities>

<https://www.gov.uk/guidance/equality-act-2010-guidance>

<http://www.legislation.gov.uk/ukpga/2010/15/contents>

This policy has been approved for issue by the board of trustees of Millington's Hospital

Signature:.....Daphne Capps.....

Name:.....DAPHNE CAPP.....

Date:.....24<sup>th</sup> AUGUST 2023.....