



Equality, Diversity and Inclusion Policy

June 2024

Purpose and Scope

Autism Arena recognises that in society groups and individuals have been, and continue to be, discriminated against. Autism Arena is committed to achieving equal opportunities, diversity and inclusion in all aspects of its work. We welcome and encourage people from diverse backgrounds because it reflects our true community and brings in a wealth and breadth of skills and knowledge, which in turn benefits and empowers the whole community.

Autism Arena is committed to securing equality of opportunity in all aspects of its activities. This applies to Directors, employees, volunteers and users of Autism Arena's services.

This policy's purpose is to provide equality, fairness and respect for all our workforce and service-users and oppose and avoid all forms of unlawful discrimination as outlined in the Equality Act 2010.

Legal Framework

Autism Arena is committed to equality of opportunity and fairness in the delivery of our services and in our capacity as an employer. As identified in the Equalities Act 2010, Autism Arena will aim to ensure that no one is discriminated against, either directly or indirectly, on the grounds of:

- age,
- gender,
- race,
- disability,
- religion,
- pregnancy and maternity,
- sexual orientation,
- gender reassignment,
- marriage and civil partnership.

We believe that this commitment must extend beyond legislative compliance and address both the business case for diversity as well as the moral case for ensuring equality of opportunity and fairness for all. We therefore seek to acknowledge areas of discrimination not highlighted in the act including nationality, cultural origin, experience of mental distress, caring responsibility, class, education, employment status, political belief or unrelated criminal conviction.

Policy Statement

Autism Arena values and welcomes diversity and aims to foster a culture of inclusion within all its facilitated activities and groups. We aim to identify and remove barriers to people accessing our services.

Autism Arena recognises that there may be other areas where people experience discrimination and will work towards an anti-discriminatory environment, based on an open discussion with Directors, members of staff and service users on perceptions of discrimination.

Autism Arena further recognises that discrimination can be direct or indirect and take place at both institutional and personal levels. Autism Arena believes that such discrimination is unacceptable and we are committed to providing equality of opportunity for all by eliminating unwarranted and unlawful discrimination. We will do this by ensuring that our work reflects relevant legislation and good practice.

We will do this by:

- Creating a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff and service users are recognised and valued.
- Taking action on any form of discriminatory behaviour or harassment, whether this is based on observation by other staff or participants, or based on a complaint from someone who feels they are a victim of discriminatory behaviour or harassment.
- Ensuring that all Directors, staff members and volunteers understand the legal and moral obligations outlined in this Policy and feel confident in delivery.

Contact Details

Chief Executive Director: Gillian Rogers

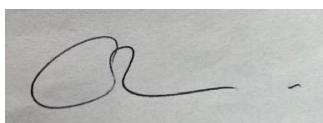
Email: gillian@autismarena.org.uk

This policy came into effect on 1st June 2024.

We are committed to reviewing our policy and good practice annually.

This policy was last reviewed on:(date)

Signed:



Date: 01/06/24