

# HR-002 Equal Opportunities and Diversity Policy

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# Equal Opportunities and Diversity Policy

## Overview

Resurgo is committed to treating all its employees, job applicants, partners, potential service users and service users fairly and equally. This policy aims to ensure that all employees are treated fairly and consistently as well as that we meet legal requirements.

**'Equal Opportunities'** describes policies and practices that tackle inequalities, to ensure that all employees are treated fairly and do not experience discrimination, receiving the same opportunities regardless of their personal circumstances. This may mean some employees receiving additional support due to personal circumstances, to ensure equality of opportunity.

**'Diversity'** expresses the differences between individuals within a group of people, for example, attitudes, culture, beliefs, ethnic backgrounds, sexuality and life experiences.

Resurgo will ensure that no person receives less favourable treatment or consideration on the grounds of age, race, ethnic origin, gender, nationality, marital status, disability or sexual orientation; or be disadvantaged by any conditions of employment or requirements that cannot be legally justified as necessary on operational grounds. In accordance with Resurgo's Ethos Statement and its working relationship with local churches, Resurgo will recruit practising Christians wherever there is a genuine occupational requirement to do so.

- Resurgo will appoint, train, develop and promote based on fairness, personal merit and relevant experience.
- All employees have personal responsibility for the practical application of the charity's Equal Opportunities and Diversity Policy. This includes always maintaining acceptable standards of personal behaviour towards colleagues and clients alike.
- Special responsibility for the practical application of Resurgo's Equal Opportunities and Diversity Policy falls upon directors and managers involved in the recruitment, selection, promotion and training of employees.
- Resurgo does not tolerate any form of bullying and harassment. Staff members who unlawfully harass other employees during their employment will be subject to Resurgo's **disciplinary procedure**.
- Disciplinary action will be considered against any employee who is found to have committed an act of unlawful discrimination. Serious breaches of the Equal Opportunities and Diversity Policy (including sexual or racial harassment) will be treated as gross misconduct.
- Resurgo's **grievance procedure** is available to any employee who believes that he or she may have been unfairly discriminated against and Resurgo's **complaints procedure** is available to any other person in such circumstances.
- In the case of any doubt or concern about the application of the Equal Opportunities and Diversity Policy in any instance, any member of staff should consult the Director of People and Operations.
- Resurgo aims to ensure that people with disabilities are given equal opportunity to obtain employment. In so doing, we will fully consider making reasonable adjustments to working practices, equipment and premises to ensure that a disabled person is not put at a substantial disadvantage due to their disability.
- Resurgo aspires to see our teams reflect the communities they serve, and to have a diversity of people and views reflected at all levels of our organisation. As part of our commitment to continually improving this and doing all we can to remove barriers which underrepresented groups may face, for example in applying for roles or working with us, we may offer additional support and/or opportunities to some groups to ensure

everyone has the same chance of thriving either as part of our staff team, supporter groups or on programmes we run.

- Resurgo welcomes applications from people of different denominations and expressions of Christianity - our team have a range of theological views, but we share a belief in a triune God and this faith motivates and sustains us in the work that we do.
- Resurgo recognises there are diverse theological views within the church on sexuality but welcomes applications for roles with us from practising Christians who identify as LGBTQ. We expect all of our team members to demonstrate our team values (including hospitality) towards all colleagues including those who they may not agree with on all theological issues, and encourage an attitude of curiosity and learning, though as part of the diversity of theological views our staff team hold, we do not expect all staff to agree on this issue.
- For Spear Programme coaching roles, we would seek to match LGBTQ candidates to a church that shares their theological position and so will discuss church fit at interview stage.

Resurgo is committed to the promotion of equality of opportunity by offering opportunities and services which:

- Are free from unreasonable barriers which restrict access and progression.
- Are free from overt or covert discriminatory practices regarding age, race, ethnic origin, gender, nationality, marital status, disability or sexual orientation.
- Pay due regard to the special needs and/or disabilities of individuals, making reasonable adjustments where required.
- Are free from age restrictions unless legally required.

If you experience any form of discrimination in the course of Resurgo's work (no matter who from), please speak to the Head of People, Culture and Operations, or to your line manager/another senior member of staff who you feel comfortable discussing this with. They will work with you to help determine the best course of action, including encouraging and supporting you to discuss the incident with the person involved if appropriate, in line with our team values and behaviours, and/or supporting you via the Grievance or Complaints Procedure. This applies to any form of discrimination, whether the person carrying out the discriminatory behaviour intended it or not, or whether they were aware of the discriminatory effect or not.

Any action taken by Resurgo because of discriminatory behaviour depends on the severity of the offence. For example, inadvertently offending someone should first be dealt with by first giving feedback where possible (in line with our team behaviours), either 1:1 or with a colleague to give support, and might warrant a reprimand. Conversely, repeated use of offensive derogatory language, or wilfully bypassing employees for promotion because of a protected characteristic, would be treated as serious or gross misconduct and dealt with under our disciplinary procedure.

Some of the things the People and Culture team may do to determine whether discrimination occurs and decide the most appropriate action are:

- Look into similar claims about the same person or process to determine if discrimination is systemic.
- Track metrics and look into data that give us insight on people's behaviours (e.g. percentage of job applicants of a certain race a hiring manager disqualifies)
- Conduct discreet interviews and gather information.

Any claims will be investigated discreetly, and we will never disclose who made a complaint to anyone or give out information that may help others identify that person (e.g. which department or role they work in).