



EQUALITY AND DIVERSITY STATEMENT

Policy number	18	Version	5
Drafted by	David Dickens	Approved by Council on	23 June 2020
Responsible person	David Lacy and Simon Golding	Scheduled review date	1 May 2021

We the Council of Management of The Royal National Mission to Deep Sea Fishermen (routinely known as The Fishermen's Mission) are committed to eliminating unlawful discrimination and to promoting equality and diversity within our policies, practices and procedures. We are also committed to promoting equality and diversity in the Fishermen's Mission. This applies in our dealings with beneficiaries, staff, supporters, volunteers and third parties. We shall treat everyone equally and with the same attention, care, courtesy and respect regardless of:

Age
Disability
Gender reassignment
Race
Colour
Nationality
Ethnic or national origin
Religion or belief
Sex
Sexual orientation
Marriage or civil partnership status
Pregnancy and maternity, or
Caring responsibility

Further, we will take steps to ensure that we and our staff (including volunteers) do not unlawfully discriminate under the terms of any contracts or legislation in force relating to discrimination in employment and the conduct of the work of The Fishermen's Mission, regardless of individual religious or personal belief.

This policy does not form part of any employee's contract of employment we may amend it at any time.

K M VLASTO
CHAIRMAN
DATE 23 June 2020

EQUALITY AND DIVERSITY POLICY

Procedures number	18	Version	5
Drafted by	David Dickens	Approved by CE	9 June 2020
Responsible person	David Dickens	Next Review date	1 May 2021

The Fishermen's Mission is an equal opportunities employer and is committed to promoting equality of opportunity for all staff and job applicants. The Fishermen's Mission aims to create a working environment in which all individuals are able to make the best use of their skills, free from discrimination or harassment, and in which all decisions on recruitment, treatment during employment, training, remuneration, promotion and termination of employment are based solely on objective and job-related criteria.

As a Christian charity, it is a genuine occupational requirement for certain positions that the post holder holds Christian beliefs.

The Fishermen's Mission staff and volunteers will not discriminate on the basis of colour, sex, gender reassignment, marital or civil partner status, race, nationality, ethnic or national origin, age, disability, religion or belief or sexual orientation, (the protected characteristics), regardless of their individual religious or personal beliefs.

The following forms of discrimination are prohibited under this policy and are unlawful:

- (a) **Direct discrimination:** treating someone less favourably because of one or more of the Protected Characteristics set out above.
- (b) **Indirect discrimination:** a provision, criterion or practice that applies to everyone, but adversely affects people with a particular Protected Characteristic more than others and is not justified.
- (c) **Harassment:** this includes sexual harassment and other unwanted conduct related to a Protected Characteristic, which has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. Harassment is dealt with further in our Anti-harassment and Bullying Policy.
- (d) **Victimisation:** retaliation against someone who has complained or has supported someone else's complaint about discrimination or harassment.
- (e) **Disability discrimination:** this includes direct and indirect discrimination, any unjustified less favourable treatment because of the effects of a disability, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability.

Recruitment and Selection

Recruitment, promotion and other selection exercises such as redundancy selection will be conducted on the basis of merit, against objective criteria that avoid discrimination. Shortlisting should be done by more than one person if possible.

Vacancies should generally be advertised to a diverse section of the labour market. Advertisements should avoid stereotyping or using wording that may discourage particular groups from applying.

Job applicants should not be asked questions which might suggest an intention to discriminate on grounds of a protected characteristic. For example, applicants should not be asked whether they are pregnant or planning to have children.

Job applicants should not be asked about health or disability before a job offer is made, except in the very limited circumstances allowed by law: for example, to check that the applicant could perform an intrinsic part of the job (taking into account any reasonable adjustments), or to see if any adjustments might be needed at interview because of a disability. Where necessary, job offers can be made conditional on a satisfactory medical check. Health or disability questions may be included in equal opportunities monitoring forms, which must not be used for selection or decision-making purposes.

Disabilities

If you are disabled or become disabled, we encourage you to tell us about your condition so that we can consider what reasonable adjustments or support may be appropriate.

Part-time and fixed-term work

Part-time and fixed-term employees should be treated the same as comparable full-time or permanent employees and enjoy no less favourable terms and conditions (on a pro-rata basis where appropriate), unless different treatment is justified.

Breaches of this policy

The Fishermen's Mission will take disciplinary action (possibly including dismissal) against any employee who is found to have committed an act of discrimination, harassment or victimisation contrary to the principles set out above. However, making a false allegation deliberately and in bad faith will be treated as misconduct and dealt with under our Disciplinary Policy.

As this is a complex subject you are urged to speak to the Chief Executive if you have questions about this policy and its application.



David Dickens
Chief Executive