

Equality and Diversity Policy

1) Introduction

This Equality and Diversity Policy supports and enhances Globe Fit's broad organisational values and is based on the fundamental principles outlined in the Equality Act 2010. Globe Fit values the diverse cultures, environments and communities of which it is a part. We believe people have the right to be treated fairly and equally and oppose discrimination in all its forms. We recognise, value and respect diversity, and understand the importance of creating a fair and just environment. We do this by taking practical action where possible, and through our policies and procedures which are revised regularly.

Globe Fit opposes all types of individual, institutional and cultural discrimination and the negative impact this has on discriminated groups or individuals. Such discrimination includes direct or indirect discrimination, discrimination by association or perception, lack of awareness, stereotyping, prejudice, victimisation, harassment, marginalisation, exclusion or oppression, discrimination arising from a disability where there is a failure to make reasonable adjustments.

2) Our commitment

In line with the Equality Act 2010, we are committed to ensuring that no individual or group of people is less favourably treated or denied opportunities because of their background, for example:

- race - ethnic or cultural origin
- religion, faith, belief or non-belief
- Sex
- Disability
- gender reassignment
- marital or civil partnership status
- Sexuality
- Age
- pregnancy and maternity
- nationality (or statelessness)
- caring responsibilities
- HIV status
- unrelated criminal conviction

Globe Fit demonstrates its commitment to these issues by adopting an Equality and Diversity Policy, which gives guidance on equality and diversity practices, service provision and the general work of the organisation. This policy is based on the Equality Act 2010 and its key principles are integrated into all policies and procedures in Globe Fit.

3) The Policy

This policy applies to staff employed by or working for Globe Fit. In addition, we expect that consultants, partners and other organisations have their own policies and procedures that reflect similar principles to our own. This policy enables staff to act positively in relation to equality, diversity and inclusion, and eliminate and prevent all forms of discrimination.

This policy aims to ensure that Globe Fit creates fair conditions for all current and potential members of Globe Fit, its staff, users of our services, and organisations with which we work. Its success depends on everyone having an understanding of equality, diversity and inclusion and co-operating in the policy's implementation.

4) Staff

Staff should not discriminate against or harass a member of the public or any person or organisation in receipt or potentially in receipt of Globe Fit's goods or services. It is unlawful to fail to make reasonable adjustments to overcome barriers to using services caused by a disability. The duty to make reasonable adjustments includes the removal, adaptation or alteration of physical features if the physical features make it impossible or unreasonably difficult for disabled people to make use of services. In addition, service providers have an obligation to think ahead and address any barriers that may impede disabled people from accessing a service.

5) Employment, recruitment and selection

Globe Fit works to ensure equality of opportunity for all staff or applicants. This applies to all areas of employment, including:

- recruitment and selection
- training and development
- Promotion
- conditions and benefits of service
- employment and equal pay procedures
- health and safety
- cessation of employment

6) Publicity

Globe Fit endeavours to ensure that its published material is as accessible as possible to all and that no group is treated less favourably or denied opportunities because of their background.

We are committed to reviewing our Equality and Diversity Policy annually in order to evaluate its effectiveness and ensure that it complies with current legislation.

This policy was adopted by Globe Fit on

Date: 08/03/2023

To be reviewed: 08/03/2024

Signed: Hannah Murphy