

## Equality and Diversity Policy

### **Aims**

Connect IoW CIO aims to meet its obligations under the public sector equality duty by having due regard to:

- Eliminate discrimination and other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not
- Foster good relations across all characteristics

### **Legislation and Guidance**

This document meets the requirements under the following legislation

- The Equality Act 2010, which introduced the public sector duty and protects people from discrimination
- The Equality Act 2010 (specific duties) regulations 2011 which requires colleges to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

### **Protected Characteristics**

It is against the law to discriminate against anyone because of:

- Age
- Gender reassignment
- Being married or in a civil partnership
- Being pregnant or on maternity leave
- Disability
- Race including colour, nationality, ethnic or national origin
- Religion or belief
- Sex
- Sexual orientation

You are also protected from discrimination if you are associated with someone who has a protected characteristic

### **Roles and Responsibilities**

Connect IoW CIO will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the company to staff and Service Users, and that they are reviewed and updated with all policies once every year
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Chief Executive Officer

Upholding the good practice of ensuring equality and diversity is the responsibility of all members of staff. As such, equality and diversity training is required to have been completed by all staff, and all staff are required to have read this policy document. If any member of staff ever has any concerns in this area then this needs to be fed back to the Leadership Team at the earliest opportunity

It is the responsibility of the Leadership Team to promote the knowledge and understanding of the aims of this policy to all staff, and to monitor the success in achieving these aims. It is also the responsibility of the Leadership Team to arrange equality and diversity training for all staff, and to make sure that this policy document remains up to date and readily available

### **Eliminating Discrimination**

Connect IoW CIO is aware of its obligations under the Equality Act 2010, and complies with non-discrimination provisions. Our policies include references to the importance of avoiding discrimination and other prohibited conduct. Staff are regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting it is recorded in the minutes

### **Advancing equality of opportunity**

Connect IoW CIO aims to advance equality by:

- Removing or minimising disadvantages suffered by people connected to a particular characteristic (eg poverty, disabilities)
- Taking steps to meet the individual needs of people who have a particular characteristic
- Encouraging people who have a particular characteristic to participate fully in activities and remove barriers to enable participation.

### **Fostering good relations**

We aim to foster good relations between those who share a protected characteristic, and those who do not share it by:

- Promoting tolerance, friendship, and understanding of a range of cultures and religions by embedding a culture of acceptance and friendship throughout our service
- Working with the local community.
- Developing links with people and groups who have specialist knowledge about particular characteristics which inform and develop understanding

### **Equality considerations in decision-making**

Connect IoW CIO ensures it has due regard to equality considerations whenever significant decisions are made

Policy last review date: 17.10.2025