

The Rehab Group
Diversity and Inclusion
People who Use our Services

Applies Jurisdiction: ALL

Division: ALL

Reference Number: COR-SEU-001

Version Number: v5

Author(s): James Rickard
Title: Diversity and Inclusion Manager
Date: February 2019

Approver(s): Kathleen O'Meara
Title: Director of Communications, P.A.
& Fundraising
Date: February 2019

Signature: 

Effective From: February 2019
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Rehab Group – Diversity & Inclusion Policy

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1.0 POLICY STATEMENT

- 1.1** The Rehab Group is an equal opportunities and inclusive organisation and seeks to ensure that within services individuals feel respected and free to express themselves openly. Rehab values each person who uses its services equally. Rehab's services aim to be person-centred, that is, driven by the individual needs of each person who accesses them. This means that the service reflects the diversity of needs of the individuals who use it. (UNCRPD Article 21 – Freedom of expression and opinion, and access to information).
- 1.2** Rehab Group practices a policy of diversity, inclusion and equal opportunities for all service users. This document provides a clear statement of the policy from a service user's perspective.
- 1.3** Where gaps exist in service provision, identifying opportunities for events, activities and initiatives, and where alternative opportunities maybe possible.

2.0 PURPOSE

- 2.1** We seek to provide services and working environments that actively promote equality, diversity and inclusion. We will take immediate steps to remove any procedures, behaviours and/or attitudes that could be considered discriminatory or that could constitute harassment, as outlined in relevant laws. (UNCRPD Article 19 To live independently and be included in the community).
- 2.2** Rehab Group aims to provide an environment that actively promotes equality inclusion and diversity. Legislation protects the rights of those groups that may be most likely to experience discrimination and/or harassment. The Equality Act 2010 defines "protected characteristics" as:
- Age
 - Disability
 - Gender Reassignment
 - Marriage and Civil Partnership

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- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

2.3 The Equality Act 2010 forbids discrimination in relation to any of these grounds.

To further reinforce our commitment to equal opportunity and acknowledgement of diverse needs we will:

- take active measures to promote the Rehab Group as an equal opportunities and inclusive service provider
- actively promote equality of opportunities and inclusion in our services
- Provide an environment for understanding and appreciation of diversity amongst individuals who avail of our services.

2.4 We will consider any measure of reasonable adaptation to accommodate an individual seeking to avail of our services, and will clearly explain if a particular adaptation cannot be made, and why.

2.5 If you find information within this policy is required in a particular language and/ or format please contact your local HR representative who to endeavour to try and facilitate a particular need.

2.6 All staff induction processes will ensure when newly recruited staff members read/ understand and accept this policy will be incorporated locally.

2.7 Rehab Group seeks to develop strong networks and links with community groups, support services, GP surgeries and other support services (UNCRPD Article 17 – Integrity of the person).

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3.0 SCOPE

All Rehab Group prospective, current service users and volunteers.

4.0 GLOSSARY OF TERMS/ DEFINITIONS

Equality	Describes an approach intended to provide an environment in which people are not excluded from activities on the basis of specific characteristics that are different from others. Equality measures also challenge any procedures, behaviours and/or attitudes that are discriminatory or that could constitute harassment as articulated under relevant legislation.
Diversity	Refers to a variety of individual qualities, including, but not limited to gender, race, physical ability, mental capacity, education, sexual orientation, religious beliefs, values, age, personality, experiences, cognitive style and culture.
Inclusion	The sense of belonging; feeling respected and valued; feeling a level of support and commitment from others so that one can achieve their best.

5.0 PROCEDURE

Further Information

Individuals who believe that they have suffered any form of discrimination within our services, or who wish to seek clarification on any issues regarding discrimination, should contact any of the people listed under the Rehab Group Complaints and Compliments Policy.

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These procedures do not detract from an individual's rights under legislation.

6.0 ROLES & RESPONSIBILITIES

Responsibility for ensuring the successful implementation of this policy rests with all staff in the organisation.

Staff at all levels have a responsibility to:

- familiarise themselves with all related Rehab Group policies
- uphold diversity as an integral part of their work
- make reasonable accommodation in terms of any individual disability so to assist the person availing of our services
- Ensure that all individuals availing of our services are aware of this policy, and that its principles and purpose are explained in a relevant and accessible manner.

7.0 EVALUATION & AUDIT

We will monitor and review the implementation and effectiveness of this policy to ensure that services are being provided in a manner which meets the requirements of our service users.

<http://www.qegateshead.nhs.uk/sites/default/files/users/user1/2009%20equality%20assessments/Full%20Impact%20Assessment%20-%20Interpreting%20Policy.pdf>

<https://www.england.nhs.uk/wp-content/uploads/2013/08/7eds-stmnt-csts-benifi290711.pdf>

<http://www.legislation.gov.uk/ukpga/2010/15/part/11/chapter/1>

8.0 REFERENCES

The Equal Status Acts 2000-2004
The Disability Discrimination Act 1995 & 2005
The Equality Act 2010
Protected Characteristics
The Employment Equality Acts 1998-2015
Equality Act 2004

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Equality Status Act 2000 -2008
Disability Act 2005
The Human Rights Act 1998
The Race Relations Act 1976 (Amendment) Regulations 2000
The Sex Discrimination Act 1975
Disability Discrimination Acts 1995
Disability Act 2005
United Nations Convention on the Rights of Persons with Disabilities 2008

8.1 Related PPPG's

Safeguarding UK
Complaints & Compliments
Dignity at Work
Data Protection

9.0 Appendix

Appendix 1 – List of Reviewers

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Appendix 1 – List of Reviewers

Authors List for New/ Reviewed Policy Area

The following names individual authors/ reviewers to this policy area.

Division/Other	Name(s)
Diversity and Inclusion Manager Communications & PA	James Rickard Kathleen O'Meara
MOM	Paul McKay
Quality & Governance	Pauline Newnham

*Note that it is not obligatory for each division to be involved in a new policy/ review if the policy is not relevant; this should be decided by each division on a case-by-case basis.