



Fixing the Big Issues for Disabled People in Buckinghamshire

Charity No 1102511

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Registered Address (no callers): BuDS, c/o B P Collins LLP,
20 Station Road, Gerrards Cross, Buckinghamshire, SL9 8EL



Equality and Diversity Policy

1. **BuDS is a charity committed to equality and diversity, for disabled people and for everyone. Our projects are designed to bring about equality and diversity for others and we must set a shining example within BuDS of equality and diversity in action. This policy is therefore designed to assist us to put our commitment to equality into practice.**

Equality

2. BuDS will not discriminate unlawfully in any aspect of employment and volunteering including recruitment, promotion, opportunities for training, pay and benefits, discipline and selection for redundancy. Job and role descriptions will avoid any unnecessary requirements (those unrelated to effective performance) that might otherwise deter applicants. We will base decisions on objective criteria. Disabled people in particular will be supported to work and volunteer regardless of their impairment or condition.
3. **Discrimination** is unequal or differential treatment which leads to one person being treated more or less favourably than others are, or would be, treated in the same or similar circumstances on the grounds of any of the unlawful discrimination grounds. Discrimination may be direct or indirect, and includes discrimination by perception and association.
Direct Discrimination means any unequal or differential treatment which leads to one person being treated more or less favourably than others would be in the same or similar circumstances, on any of the unlawful discrimination grounds.
Indirect discrimination means any policy or treatment which is applied to all employees, volunteers and Trustees but which is such that it is detrimental to a considerably larger proportion of people from the group that the person BuDS is applying it to represents; BuDS cannot justify the need for the application of the policy or treatment on a neutral basis; and the person to whom BuDS is applying it suffers detriment from the application of the policy or treatment.
BuDS will not discriminate unlawfully to prevent or deter anyone from using our services.
4. **Unlawful discrimination grounds:** Race (including skin colour, nationality, ethnic origin), sex (including marital or partnership status, pregnancy/maternity, sexual orientation, gender or gender status), disability, age, religion or belief.
All BuDS Trustees, volunteers and employees are responsible to support us to meet our commitment to equality and avoid unlawful discrimination.
5. **Reasonable adjustments** are made to working conditions and/or environment in order that disabled people have the same opportunity as non-disabled people to volunteer, be employed and trained. BuDS' makes adjustments, in all areas of the charity's work wherever and whenever it is reasonable and possible to do so, in order to allow disabled people equal access.

6. BuDS will provide information and guidance to those involved in recruitment or other decision making where equal opportunities issues are likely to arise to help them understand their responsibilities and to avoid the risk of discrimination.

Diversity

7. BuDS aims to be a highly diverse and inclusive charity both in terms of disability and intersectionality, and diversity and inclusion is one of our core values.
8. In order to monitor our diversity and inclusivity, we will ask all Trustees, staff and volunteers to provide diversity information. Trustees and the HR team will review this information at least annually to assess the degree of diversity and inclusivity within the charity. Where necessary action will be taken to ensure that BuDS remains in compliance with its core values.
9. BuDS expects everyone within its community to be accepting, understanding and inclusive of intersectional diversity. Bias, prejudice, intolerance and discrimination have no place within BuDS and appropriate action will be taken if it is encountered.

All BuDS Trustees, volunteers and employees are responsible to support us to meet our commitment to diversity and inclusion.

Enforcement

10. If you believe that you may have been discriminated against, or the victim of bias or intolerance, or if you see what you believe to be discrimination or bias taking place, you should report this to your line manager or supervisor as stated in your job or role description. If you feel you cannot do this, you should speak to a BuDS Trustee. You will not be penalised for raising a concern, even if your concern is not upheld, unless your complaint is untrue and made in bad faith. BuDS will ask a Trustee unconnected to the matter to carry out an investigation and report to the Trustee Board, who will decide whether or not to uphold your complaint and what should be done next.
11. Any BuDS Trustee or volunteer found to have unlawfully discriminated against someone or to have departed from BuDS values of diversity and inclusion may be expelled from the charity. Any BuDS employee found to have unlawfully discriminated against someone or to have departed from BuDS values of diversity and inclusion may be dismissed as BuDS may find this to be gross misconduct.
12. BuDS employees can be held personally liable as well as, or instead of, the charity for any act of unlawful discrimination.
13. Any information provided by job applicants and employees for monitoring purposes will be used only for these purposes and will be dealt with in accordance with the Data Protection Act 1998.
14. This policy will be reviewed annually by the Board of Trustees and any necessary changes made.

Agreed: May 2022

Review: May 2024