

**ZNANIYE LIMITED**  
**Equality Policy 2024**  
Charity 1101796



Znaniye Foundation recognises that all individuals have fundamental human rights and welcomes the diversity of the community living, working and learning in and around our locations. As an educational provider, we are committed to promoting equality and tackling social exclusion and, as such, will integrate equality into all activities, having due regard to the need to:

- Eliminate unlawful discrimination
- To promote equality of opportunity and
- To promote good relations between all groups irrespective of their disability, race, sex, religion or belief, sexual orientation, transgender status, age or marital status.

This list is not exhaustive and there are other forms of discrimination that are unacceptable and will not be tolerated.

As an employer:

We believe that if we have a workforce that reflects the diversity of the local population, that it is treated equally and fairly and has the opportunity to grow and develop at work will help us to provide the best possible service to the people of our community. Our aim is to be an equal opportunities employer. To do this we recognise that we need to:

- To ensure all staff are paid equally for work of equal value.
- To ensure that staff are treated fairly and equally at work, regardless of their background or status.
- To reduce any differentials in pay received by people from different sections of the community.
- To ensure that all staff can work in an environment and culture free from harassment, bullying and discrimination.
- To ensure that all staff have the skills and understanding they need to meet the diverse needs of a diverse population.

When helping to build successful communities:

We need to ensure we

- Increase community cohesion and integration in all locations of Znaniye.
- Increase the engagement of people from diverse communities within the decision-making process.

- Increase the number of services that involve people from diverse communities in their equality impact assessments and service planning processes.
- To improve the engagement of people from diverse communities with the development and performance monitoring of our corporate Key Equality Priorities and performance on the Equality Standard for Local Government.

As a provider of services:

We will make our services easier to use and more accessible for everyone. To do this we will:

- Make information about our services more widely available and more accessible.
- Make our buildings more accessible to customers.
- Make contact more accessible to all customers.

### **Engagement**

- This policy and our equality scheme will be consulted upon with employees, partners, service users and members of the public.
- Our equality priorities will be developed following engagement with members of the community, their representatives and community groups.
- We will work with the local community to provide an independent challenge to our equality performance.

### **Responsibility for the Equality Policy and Scheme**

The Chief Executive/Chair has ultimate responsibility for equal opportunities and will ensure that adequate resources and leadership challenges are available to fully implement the Equality Policy.

Responsibilities of all managers:

- Treat all colleagues and customers equally and fairly and with respect.
- Ensure that all employees have the necessary skills and understanding to meet the needs of our community
- Ensure that equality priorities are embedded within service planning and performance management processes.
- Foster an equalities culture, learning from and working alongside those most affected by inequality and respect for diversity.
- Articulate equality priorities – advocate for them in all forums (internal and partnership) and ensure they are embedded within the planning and performance management process.
- Not to practise any unlawful or unjustifiable discrimination in carrying out operational duties and in dealing with colleagues and customers.

Responsibility of all employees:

Employees can always expect to be treated fairly and equitably, not discriminated against and feel safe and valued at work. In return, they have a responsibility to (further information in our staff/volunteers code of conduct)

- Not abuse, harass, bully or discriminate against any other member of staff.
- Treat your colleagues with politeness, dignity and respect.
- Not practise unlawful or unjustifiable discrimination in carrying out your duties and in dealing with customers.
- Be sensitive to the needs of the diverse community.

### **The Equality Act General Equality Duty**

Those subject to the equality duty must, in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

These are sometimes referred to as the three aims or arms of the general equality duty. The Act helpfully explains that having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

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