



## Equality, Diversity & Inclusion Policy

### Introduction

ISACS is committed to eliminating discrimination, promote equality of opportunity and protect the human rights of all employees and persons that it engages with in the delivery of its services. ISACS policies, procedures and practices are directed towards inclusion and understanding and comply with the Employment Equality Acts 1998 and 2004, Equal Status Act 2000 and the Irish Human Rights & Equality Act 2014.

### Purpose

The policy's purpose is to:

- Provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time.
- Not unlawfully discriminate against any of the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation.
- Oppose and avoid all forms of unlawful discrimination for ISACS employees. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities etc.
- Oppose and avoid all forms of unlawful discrimination for all members and service users. This includes access to membership, terms and conditions of membership, requests for mentoring/support, access to training or other developmental opportunities etc.

### Definitions

Inclusion and diversity often go hand in hand but they are different from one another. This means that ISACS will consider both in its people management practices, strategies and service delivery.

**Inclusion** is where people's differences are valued. An inclusive environment is one in which everyone feels that they belong without having to conform, that their contribution matters and they are able to perform to their full potential, no matter their background, identity or circumstances. An inclusive organisation has fair policies and practices in place and enables a diverse range of people to work together effectively.

**Diversity** is about recognising differences. It acknowledges the benefit of having a range of perspectives in decision-making and the workforce being representative of the organisation's

members and service users. The concept of 'intersectionality' - that we all have multiple, overlapping identities that impact on our experience - takes into account this principle.

Differences include visible and non-visible factors, for instance, personal characteristics such as background, culture, personality, workstyle, accent, and language. Within a working environment, it is important to recognise that a 'one-size-fits all' approach to managing people does not achieve fairness and equality of opportunity for everyone. People have different personal needs, values and beliefs. Good people management practice needs to be consistently fair but also flexible and inclusive to support both individual and business needs.

Discrimination can:

- Impact an individual's wellbeing, performance at work and intention to stay.
- Adversely affect employment opportunities.
- Result in failure to recognise skills-based abilities, potential and experience.
- Result in significant legal costs, compensation and settlements paid to avoid defending expensive discrimination claims.

## **ISACS Commitments**

### **Employment**

ISACS understands that promoting and supporting diversity in the workplace is an important aspect of good people management - it's about valuing everyone in the organisation as an individual. However, to reap the benefits of a diverse workforce it's vital to have an inclusive environment where everyone feels able to participate and achieve their potential.

The aim for ISACS is that the workforce is truly representative of all sections of society and its service users, and that all employees feel respected and able to give their best.

ISACS will:

- Provide equality of opportunity for all job applicants or employees irrespective of gender, marital / civil status, family status, sexual orientation, religious belief, age, disability, race, colour, nationality or ethnic or national origin, membership of the travelling community.
- Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities (as per the ISACS Bullying Prevention Policy).
- Seek to ensure that through its recruitment and selection procedures, it provides equality in opportunities for employment.
- ISACS is committed to achieving equality of opportunity for all employees in career development, training and promoting.
- Monitor and review employment policies and practices to ensure that they do not, directly or indirectly, discriminate unfairly against individual members or staff or particular groups of employees.

### **Membership & Service Users**

ISACS is dedicated to the care and respect for our members and service users in their professional lives. ISACS is committed to meaningful participation and inclusion, in particular those members feeling isolated due to lack of access and accessibility through advocacy, support and publishing.

In keeping with our internal policies concerning Human Dignity and Equality, ISACS provides its services without discrimination. This includes, but not exclusive to:

- Gender Identity
- Civil status: single, married, divorced, etc.
- Family status: if you're the parent or person responsible for a child over 18, or if you're the main carer or parent of a person with a disability
- Sexual orientation
- Religion
- Age
- Disability
- Race
- Being a member of the travelling community.

### **Review**

A review of this policy will be carried out at twice yearly intervals in order to ensure that this policy statement is in line with best practice and legal provisions. An equality impact assessment will also be carried out to ensure good decision making when changes are suggested to a policy, project or decision-making process.

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