



Equalities, Diversity and Inclusion Policy

Air Time's Equality, Diversity & Inclusion Policy is reviewed every 3 years. This policy was last reviewed in June 2024.

1.1 At Air Time we believe in a world where everybody has equitable access to effective, high-quality, low-cost, therapeutic support for their mental health and wellbeing. We believe that everyone should have the opportunity to experience nature connection for wellbeing, which is why we're committed to putting equality, diversity and inclusion at the heart of everything we do.

We are committed to challenging inequality, discrimination and stigma.

1.2 Air Time works to address health inequalities through nature connectedness and psychotherapy. Within these parameters, no client, employee, volunteer or job applicant should receive less favourable treatment because of their gender, race, ethnicity, age, disability, religion, cultural background, sexual orientation, gender identity, marital status or any other criteria.

1.3 Air Time recognises that many people in society can sometimes experience discrimination. Discrimination is acting unfairly against a group or individual through for example exclusion, verbal comment, denigration, harassment, victimisation, a failure to appreciate needs or the assumption of such needs without consultation.

1.4 Discrimination can be *direct or indirect intentional, unintentional or institutional*. All forms of discrimination are unacceptable, regardless of whether there was any intention to discriminate or not. Staff, volunteers and clients have a responsibility to abide by this policy to ensure in equal opportunities and prevent discrimination. Staff, volunteers and clients should draw the attention of the relevant line manager to any suspected discriminatory acts or practices or cases of bullying or harassment.

1.5 The purpose of this policy is to ensure that discrimination will never take place at Air Time on the basis of gender, race, ethnicity, age, disability, religion, belief, cultural background, sexual orientation, gender identity, marital status.

1.6 Air Time will challenge discrimination in its own policies and ensure that all policies comply with equalities legislation.

1.8 This policy covers all employees, officers, consultants, contractors, volunteers, interns, casual workers and agency workers.

1.9 This policy does not form part of any employee's contract of employment and we may amend it without notice at any time.

1.10 This policy will be reviewed every 3 years by the Directors.

Definitions

Protected Characteristics as listed in the Equality Act 2010 are sex, sexual orientation, marriage or civil partnership, gender reassignment, race, religion or belief, age, disability, pregnancy and maternity.

Direct Discrimination is when you treat someone less favourably than others because of a protected characteristic, whether or not the person possesses that protected characteristic. For example, not employing someone because they are a woman, or they are a particular race.

Indirect Discrimination is when a policy, practice or procedure that applies to everyone has an effect which particularly disadvantages people who share a protected characteristic.

Institutional discrimination is the collective failure of an organisation to provide an appropriate and professional service or involve minorities because of their background or experience. It can be seen in our attitudes, behaviours and procedures.

Detriment arising from disability is when an employer treats an employee unfavourably because of something arising in consequence of the employee's disability, and it cannot be justified in relation to the job. For example, dismissing someone because of their poor attendance record when their absence was as a consequence of a disability, and without the employer being able to show that the dismissal was a proportionate means of achieving a legitimate aim.

Duty to make reasonable adjustments is where a provision, criterion or practice puts a disabled person at a substantial disadvantage in relation to others who are not disabled, the employer/service provider has a duty to take reasonable steps to avoid the disadvantage, including changes to physical features, providing auxiliary aids and providing information.

Harassment is unwanted conduct related to a relevant protected characteristic (sex, sexual orientation, gender reassignment, race, religion or belief, age, disability) that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive working environment.

Victimisation the act of singling someone out for cruel or unjust treatment "we ALL should be able to speak up without victimisation".

Positive discrimination is where you make a decision in someone's favour because of their particular characteristic, e.g. race, gender or disability. Positive discrimination is usually unlawful, unless it falls within one of the very limited exceptions contained in the anti-discrimination legislation in relation to disability or as a genuine occupational requirement.

Positive action is proportionate steps taken to enable or encourage people who share a protected characteristic to overcome or minimise a disadvantage, to meet their needs or to participate, when the organisation reasonably thinks that people who share the protected characteristic suffer the disadvantage, or have needs that are different, or a disproportionately low number of such people participate in an activity. Examples would include setting equality targets (but not quotas which are unlawful); encouraging people from particular groups to apply where they are under-represented; training for promotion or skill training for employees from under-represented groups who show potential.