

EASTERN ALLIANCE FOR SAFE AND SUSTAINABLE TRANSPORT (EASST) EQUALITY, DIVERSITY & INCLUSION POLICY

1. POLICY STATEMENT

- 1.1** Ensuring equal opportunities and eliminating discrimination are crucial to providing a good workplace environment for all staff and effectively supporting our beneficiaries.

EASST believes that to contribute meaningfully to promoting equality, diversity and inclusion in the world at large, and to meet the targets set out in the Sustainable Development Goals, (i.e. to “halve the number of road deaths” (Goal 3.6) and “By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons” (Goal 11.2)), a proactive approach that encourages diversity and inclusion is required.

Our policy is to comply with the requirements of UK employment law and the Equality Act 2010 as well as to provide an organisational culture that promotes equal opportunities and that is free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff and stakeholders are recognised and valued. EASST maintains a zero-tolerance stance on discrimination in any form in the workplace and within its projects.

- 1.2** The purpose of this policy is to:
- (a) Set out our responsibilities in observing and upholding our policy on equality, diversity and inclusion, both within the workplace and within EASST’s programmes and operations;
 - (b) Provide information and guidance to our employees and partners on how to address equality, diversity and inclusion issues.
- 1.3** This policy applies directly to our trustees and to all individuals working within EASST as employees or agents.

2. WHAT IS MEANT BY EQUAL OPPORTUNITIES?

Under the Equality Act 2010 the term “equal opportunities” upholds the idea that all employees within an organisation should be entitled to and have all rights and needs met at each stage of employment, including the pre-employment phase.

The Equality Act has specified 9 areas as protected characteristics. These include:

1. Age
2. Sex
3. Race
4. Disability
5. Pregnancy
6. Marital status
7. Sexual orientation.
8. Gender reassignment
9. Religious background

For EASST, equality, diversity and inclusion means that the rights and needs of every individual working as employees or agents are met and upheld. EASST maintains a zero-tolerance stance on discrimination in any form within its day-to-day operations as well as within its projects.

GENDER PARITY

EASST uses the definition of gender as provided by the World Health Organisation¹:

“Gender is a social construction reflecting the distribution of power between individuals, and is influenced by history, laws, policies and politics, by economic, cultural, community and family norms that shape the behaviours, expectations, identities and attributes considered appropriate for all people - women and men, girls and boys, and gender-diverse people. How an individual expresses their gender identity varies across context, time, place and through the life-course.

Gender interacts with, but is distinct from, the binary categories (male, female) of biological sex. Gender also intersects with, and is shaped by, other axes of inequality—e.g. age, education, economic position and power, race and ethnicity.

When a person’s gender identity does not correspond with their assigned sex, they may identify as transgender.”

PERSONS WITH DISABILITIES

EASST uses the definition of a person with disabilities as provided by the UK Equality Act to mean someone with a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.

RACE, ETHNICITY & RELIGION

Race includes colour, nationality and ethnic or national origins. EASST commits to listening, learning and challenging discrimination and prejudice when we encounter it.

INTERSECTIONALITY

EASST understands that we all have overlapping identities including – but not limited to – disability, gender, race, religion or belief, sex, class and sexual orientation.

Taking an ‘intersectional’ approach to equality, diversity and inclusion requires us to understand that these multiple forms of discrimination are experienced simultaneously, in different ways by people of different backgrounds.

3. EQUALITY, DIVERSITY & INCLUSION IN THE WORKPLACE

EASST aims to lead by example in terms of achieving equality, diversity and inclusion in the workplace. This is achieved by:

- a. Ensuring racial diversity, gender parity and equal opportunities are reflected in recruitment processes by:
 - Encouraging a diverse pool of applicants and/or proactively advertising to men and women, BAME, and persons with disabilities.
 - Not discriminating against any applicant based on age, disability, gender, racial heritage, religious belief, sexual orientation, identity or any of the other categories set out in the Equality Act 2010.
- b. Providing equal pay for equal work (including basic pay, non-discretionary bonuses, and other contractual benefits)
- c. Offering equal parental leave for all parents (male and female).
- d. Ensuring all staff have equal access to learning and development opportunities.
- e. Championing flexible working arrangements to facilitate a balance between personal, family and working life.
- f. Arranging meetings (wherever possible) within established working hours.
- g. Taking a zero-tolerance approach to sexual harassment or any other kind of abuse or discrimination (see EASST’s policy on safeguarding).
- h. Publicly reporting on gender parity in governing bodies and senior management in the Annual Report.
- i. Encouraging EASST partners to adopt adequate equality, diversity and inclusion policies in their organisations.

¹ Fact Sheet on Gender, WHO. Accessible at: <http://www.who.int/mediacentre/factsheets/fs403/en/>

4. EQUALITY, DIVERSITY & INCLUSION WITHIN PROGRAMMES AND PROJECTS

- 4.1** Gender-responsive programmes and projects form a central part of EASST's work. This means that:
- a. Gender-based analysis is used to inform the development, implementation and evaluation of EASST projects in order to better understand and address how gender affects health outcomes for everyone – girls, boys, women, men and people with non-binary gender identities.
 - b. As far as possible, all relevant programmatic data is sex-disaggregated and this is included in published reports.
- 4.2** Issues around disability, mobility and road risk are one of EASST's core areas of work. As such we:
- a. Encourage all EASST partners to make disability, mobility and road risk a priority area of work.
 - b. Support EASST partners in conducting research and promoting accessibility and mobility **for all** in their countries.
 - c. Support EASST partners in developing and implementing inclusive policies within their organisations.

5. TRAINING & COMMUNICATION

- 5.1** Where necessary, EASST will seek to provide dedicated training to staff and partner organisations on equality, diversity and inclusion issues.
- 5.2** This policy forms a core element of EASST's organisational strategy and forms a central area of work.
- 5.3** Gender issues and sex-disaggregated data – where data is available - are included as a standing item within the EASST Annual Report.

6. WHO IS RESPONSIBLE FOR THE POLICY

- 6.1** The Board of Trustees has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.
- 6.2** The Compliance Officer has primary and day-to-day responsibility for implementing this policy and for monitoring its use and effectiveness and dealing with any queries on its interpretation.

7. MONITORING & REVIEW

- 7.1** As part of its annual review process the Director will monitor the effectiveness and review the implementation of this policy, considering its suitability, adequacy and effectiveness. The Compliance Officer will carry out regular audits of our control systems and procedures to provide assurance that they are effective in detecting and dealing with gender parity and equal opportunities issues.
- 7.2** All employees are responsible for the success of this policy and should ensure they use it to disclose any suspected deviation.
- 7.3** This policy does not form part of any employee's contract of employment and it may be amended at any time.

Last reviewed: 13th August 2020

Useful resources and advice:

The Global Health 50/50 Report 2018 published by the University College London Centre for Gender and Global Health - <https://globalhealth5050.org/report/>

Equality and Human Rights Commission - <https://www.equalityhumanrights.com/en>

Training resources - <https://trainingcentre.unwomen.org/course/index.php>

ECU Gender Charter – <http://www.ecu.ac.uk/wp-content/uploads/2014/07/Gender-Equality-1.pdf>

The Equality Act and Disabled People - <https://www.disabilityrightsuk.org/equality-act-and-disabled-people>

Undoing racism and delivering real diversity in the charity sector - <https://www.acevo.org.uk/publications/home-truths/>

Get started with equity, diversity and inclusion - <https://knowhow.ncvo.org.uk/organisation/equity-diversity-and-inclusion/get-started-with-equity-diversity-and-inclusion>