

PACE (Practical Actions for Climate and the Environment)

Equality Policy

1. Introduction

PACE is committed to providing equal opportunities for all and to promoting a diverse team of volunteers and supporters. PACE welcomes diverse values and attitudes and consistently seeks to develop and promote an inclusive environment where differences of all kinds are valued and seen as positive and advantageous, bringing added value and enriching the work of PACE.

PACE also seeks to ensure that the environment for volunteers (or staff) is free of harassment and bullying, that everyone is treated with dignity, and that respect is paramount.

The principles of this policy extend to volunteers, staff, visitors, supporters, contractors and other third parties who engage with PACE.

2. The Equality Act 2010

PACE recognises that it is unlawful to discriminate directly or indirectly in recruitment of volunteers or staff due to:

- age
- disability
- gender reassignment
- marriage or civil partnership
- pregnancy and maternity
- race or nationality
- religion or belief
- sex
- sexual orientation

These are known as “protected characteristics”.

PACE also recognises that it has additional duties towards the public, in terms of providing access to its services. PACE seeks to ensure that its projects and initiatives can be enjoyed by as many people as possible, that their experience is positive and enjoyable and that the reputation of PACE is maintained through people’s experience. PACE strives to ensure that reasonable adjustments are made to improve access to our projects and initiatives.

3. Types of unlawful discrimination

3.1 Direct discrimination results when a person is treated less favourably than another because of a protected characteristic.

3.2 Indirect discrimination is where a provision, criterion or practice is applied that is discriminatory in relation to individuals who have a relevant protected characteristic such that it would be to the detriment of people who share that protected characteristic compared with people who do not, and it cannot be shown to be a proportionate means of achieving a legitimate aim.

3.3 Harassment is where there is unwanted conduct, related to one of the protected characteristics that has the purpose or effect of violating a person's dignity; or creating an intimidating, hostile, degrading, humiliating or offensive environment. It does not matter whether or not this effect was intended by the person responsible for the conduct.

3.4 Associative discrimination is where an individual is directly discriminated against or harassed for association with another individual who has a protected characteristic.

3.5 Perceptive discrimination is where an individual is directly discriminated against or harassed based on a perception that they have a particular protected characteristic when they do not, in fact, have that protected characteristic.

3.6Victimisation occurs where an individual is subjected to a detriment, such as being denied an opportunity because they made or supported a complaint or raised a grievance under the Equality Act 2010, or because they are suspected of doing so. (However, an individual is not protected from victimisation if they acted maliciously or made or supported an untrue complaint.)

3.7Failure to make reasonable adjustments is where a physical feature or a provision, criterion or practice puts a disabled person at a substantial disadvantage compared with someone who does not have that protected characteristic and the organisation has failed to make reasonable adjustments to enable the disabled person to overcome the disadvantage.

4. Equality in the event that PACE employs staff.

PACE will avoid unlawful discrimination in all aspects of employment including recruitment, promotion, opportunities for training, pay and benefits, discipline and selection for redundancy.

Person and job specifications will be limited to those requirements that are necessary for the effective performance of the job. Candidates for employment or promotion will be assessed objectively against the requirements for the job, taking account of any reasonable adjustments that may be required for candidates with a disability or other protected characteristic.

PACE will consider any possible indirectly discriminatory effect of its working practices and seek to change these. PACE will also make reasonable adjustments to its working practices to overcome barriers caused by disability or other protected characteristic.

5. Training

PACE will provide training where necessary for those engaged in the work of PACE to help them understand aspects of equality, diversity and inclusion, and be clear how they are required to behave to support an environment free from bullying and harassment. Where necessary PACE will provide additional training to help deal more effectively with any complaint of bullying or harassment.

6. Responsibilities of volunteers or staff of PACE

Volunteers or staff are required to assist PACE in meeting its commitment to provide equal opportunities and avoid unlawful discrimination.

Acts of discrimination, harassment, bullying or victimisation against volunteers, staff, or other people are not acceptable and PACE will take appropriate action against volunteers or staff involved in such acts.

7. Complaints

If you consider that you may have been unlawfully discriminated against, you should use the PACE Complaints Procedure to make a complaint.

PACE will take every complaint extremely seriously and will seek to resolve any complaint. You will not be penalised for raising a complaint, even if your complaint is not upheld, however, it is not acceptable to make a complaint which is untrue and/or made in bad faith.

8. Review of this Policy

The Board of Trustees of PACE shall monitor this policy and review it at least every two years.

Approved by the Board of Trustees. For final approval 7 February 2023

Reviewed: January 2026.

Next review date: January 2028