

# Equal opportunities policy



The Parent & Child Nanny Agency

No person employed by or registered with the parent & Child Nanny Agency will be unfairly or unlawfully treated due to their protected characteristics (as defined by the Equality Act 2010) which includes but is not limited to:

- Age
- Ethnicity
- Disability
- Gender reassignment
- Marriage/ civil partnership
- Pregnancy/ maternity
- Race
- Religion
- Sex

Equalities Legislative Framework The domestic legal framework to protect people from unlawful discrimination in respect of their protected characteristics is provided by the following Acts:

- The Equality Act 2010 (which repealed many of the previous Acts, Regulations and Statutory Instruments)
- Employment Rights Act 1996
- Protection from Harassment Act 1997
- Racial and Religious Hatred Act 2006
- Rehabilitation of Offenders Act 1974

## **Definitions**

Discrimination can be one or more of the following:

**Direct discrimination** – occurs when a person is treated less favourably than others because of a protected characteristic.

**Indirect discrimination** – occurs when a policy, condition or practice is applied to everyone but disadvantages people who share a protected characteristic. However, this type of discrimination can be justified providing the employer/ agency can show that they acted reasonably to achieve a legitimate aim.

**Perceptive discrimination** – refers to discrimination based on the perception that a person is a member of a relevant protected group.

**Discrimination by association** – a person is treated less favourably than others because they associate with another person who possesses a protected characteristic.

**Harassment** – unwanted behaviour which a person finds offensive or which makes them feel intimidated or humiliated. It can happen on its own or alongside other forms of discrimination. A person can complain of behaviour that they find offensive even if it is not directed at them.

**Victimisation** – treating someone unfairly because they have made or supported a complaint of discrimination or harassment under the Equality Act 2010.