

Equalities Compliance checklist

(c) Co-operative Assistance Network Limited

Equalities Health Check: Compliance with 2010 Equalities Act and Good Practice in Equalities

Confidential

Client (unique client code only)

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Date

09/11/21

Protected Characteristics	Level of awareness demonstrated at director / senior management level	Research / Advice taken / expertise accessed	Training undertaken / in place	Equalities Policy: level of development / compliance	Employment Policies: level of development / compliance	Recruitment processes, level of development / compliance	Complaints / grievance procedures: level of development / compliance	Evidence of positive action: reasonable adjustments, protections from harassment etc.	Evidence of Positive Action in delivery of products and services	Customer / Clients complaints procedure	Evidence of monitoring / review / improvement process	Score (same as last year unless in green for up or red for down)	Notes and proposals for 2022-3
Age	3	2	0	3	2	3	4	2	1	4	3	3	equality and diversity plan to be finalised
Disability	3	3	0	3	3	3	4	2		4		3	Have taken a small step (signed up to govt initiative for one of those badges) which gets us on the escalator. (BP) needs to complete plan to develop on-line capability to deliver training and consultancy
Gender Re-assignment	3	2	0	3	3	3	4	1	1	4	1	3	
Marriage and Civil Partnership	3	2	0	3	2	3	4	1	1	4	1	3	
Pregnancy and Maternity	3	2	0	3	2	3	4	1	1	4	1	3	
Race	3	2	0	3	2	3	4	1	1	4	1	3	still all white
Religion or Belief	3	2	0	3	2	3	4	1	1	4	1	3	
Sex / Gender	3	2	0	3	2	3	4	2	2	4	1	3	
Sexual Orientation	3	2	0	3	2	3	4	1	1	4	1	3	
Average Score	3	2	0	3	2	3	4	1	1	4	1	3	< Compliance score on a scale of 0 to 4
notes	Have Equalities Department, now given time budget, equalities concerns now a part of the internal CAN conversation. Equalities is doing some research	Its a tiny time budget but there is now evidence that Equalities is doing some research	HR and Equalities still not had the conversation about internal training and time budgets etc.	policy ok, annual reviews	flexible working, anti-bullying, not bad	HR has reviewed process and documentation	grievance procedure fit for purpose and in contracts of employment	Internal anti-bullying policy, improvements in communication with training participants, some evidence of positive promotion of employment opportunities	Equalities policy promoted in course of signing up purchasers. Marketing department showing some interest at last, Some commitment being shown around disability.	good procedure, now on emails and web site	started on undertaking casework reviews. Need to make this happen more, ensure there is an equalities perspective built in – need to refer to CI	3	From equal opps policy 7.4. CAN will evaluate delivery of its services with due regard to potential disadvantage and barriers that may be faced by clients or customers. CAN will establish systems for alternative delivery of its services to ensure that disadvantage and barriers do not adversely affect access to services .