



# EQUALITY, DIVERSITY, AND INCLUSION

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GIST Cancer UK

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Registered Charity Number: 1129219

# Equality, Diversity, and Inclusion

## Policy

**GIST Cancer UK aims to promote equality, diversity and inclusion in all aspects of its work and opposes all forms of discrimination, harassment, bullying or victimisation on the grounds of, age, disability, gender reassignment, marital or civil partnership status, pregnancy or maternity, race, religion or belief, sex or sexual orientation.**

**We strive to reduce or eliminate discrimination on any grounds whatsoever and promote equality and fairness at all times.**

**All volunteers, patients, carers and other stakeholders will be treated with respect.**

## Introduction

GIST Cancer UK is a patient support group run by volunteers for the benefit of patients with a GIST diagnosis and their carers. It has no employed staff.

GIST Cancer UK (GCUK) recognises its responsibility to ensure all its actions and decisions are in line with the Equalities Act 2010. It will not discriminate on the basis of age, disability, gender reassignment, marital or civil partnership status, pregnancy or maternity, race, religion or belief, sex or sexual orientation.

This policy applies to all services offered by GIST Cancer UK and to all those providing and receiving the service.

All stakeholders should be made to feel equally welcome and included when accessing all the charities services including meetings, and other charity events.

Sexist, racist, homophobic, transphobic, or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute discrimination, harassment and bullying (as defined below) and have no place in any of the activities of the charity.

## Definitions

Protected characteristics include:

- age
- disability (NB people with cancer are automatically protected under the Act)
- gender reassignment
- marital or civil partnership status
- pregnancy or maternity
- race
- religion or belief
- sex or sexual orientation

Stakeholders include:

- Patients
- Carers
- Volunteers
- Trustees
- Medical Advisory Board
- Researchers
- Fundraisers
- Grant Givers
- Pharmaceutical Companies
- Service Providers

**Direct discrimination** – where an individual is treated less favourably on the basis of one of the protected characteristics given above.

**Associative discrimination** – direct discrimination against someone because they are associated with another person with a protected characteristic.

**Indirect discrimination** – where a requirement or condition that cannot be justified is applied equally to all groups but has a disproportionately adverse effect on one particular group.

**Harassment** – where offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means intended to undermine, humiliate, denigrate or injure the recipient is used.

**Harassment by a third party** – e.g. Service Provider

**Bullying** - is behaviour from a person or group that is unwanted and makes someone feel uncomfortable, including feeling:

- frightened
- less respected or put down
- made fun of
- upset

**Victimisation** – where an individual is treated less favourably on the basis of some action they have taken. This may be some action they have taken against the charity.

**Discrimination by perception** – direct discrimination against someone because others think they have a protected characteristic (even if they don't).

## Procedure

### All stakeholders

All stakeholders will be treated with respect and are expected to treat other charity users in the same way.

### Trustees

Selection of trustees will be made on the basis of experience, skills, aptitude and ability. There will be no discrimination on the basis of the protected characteristics.

All trustees will receive a description of the role.

Prior to appointment all trustees will be asked to supply two references, (including one from a recent employee if possible) and a copy of their passport and a recent utility bill giving their present address. If appropriate candidates will also be asked to submit a CV detailing their background and experience along with a letter outlining what skills they hope to offer to GIST Cancer UK.

Trustees will be selected following receipt of the above information and interview at an extraordinary meeting of the trustees.

Trustee meetings will be arranged at a time and place convenient to all and with consideration given to trustee commitments eg employment status.

### Patient/Carers

The charity will endeavour to make reasonable adjustments to its service in order to accommodate the needs of service users with protected characteristics.

When patient/carer meetings are arranged, consideration will be given to the geographical distribution of the patients and all reasonable steps taken to ensure the location of the meetings are organised appropriately. The charity will only use venues that are able to provide disabled access and make other adjustments to the needs of patients if required e.g. provision of hearing loops

Feedback mechanisms will be in place to allow stakeholders to suggest service improvements. This is generally carried out following the patient/carer meetings which usually occur bi- or tri- annually but other opportunities may arise.

Patient/Carers using the service are expected to treat other charity users with respect at all times. This is particularly pertinent for those using the private online patient/carer discussion group.

## Complaints

Complaints regarding equality, diversity and inclusion will be dealt with in accordance with GIST Cancer UK Complaints Policy and Procedure available from the charity.

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