

Appendix 1 – Equality, Diversity and Inclusion

Legislation

The RNLI saves lives at sea without prejudice. We aspire to be an organisation where our people too are valued no matter who they are. We aim to be truly inclusive, benefit from diversity and appreciate everyone for their individual contribution.

The following table outlines the protected characteristics in our operating jurisdictions in accordance with relevant legislation.

UK	In addition, the following protected characteristics apply specifically in Northern Ireland	In addition, the following protected characteristics apply specifically in the Republic of Ireland
<ul style="list-style-type: none"> • Age • Disability • Gender reassignment • Marriage and civil partnership • Pregnancy and maternity • Race • Religion or belief • Sex • Sexual orientation 	<ul style="list-style-type: none"> • Political opinion • Being an Irish Traveller 	<ul style="list-style-type: none"> • Civil status • Family status • Membership of the traveller community

The Channel Islands have the same protected characteristics as the UK and Ireland.

Equal Opportunities in Employment

The organisation aims to avoid unlawful discrimination in all aspects of employment including recruitment, promotion, opportunities for training, pay and benefits, discipline and selection for redundancy.

Disability

The policy aims to focus on ‘ability’ not ‘disability’. The RNLI is also committed to being Disability Confident and guarantees an interview for disabled people who meet the minimum requirements for a job. If you are disabled, or you become disabled, and think a reasonable adjustment would enable you to do your job more easily, you should speak to your line manager for advice.

The main legislation as listed in the definitions which applies in both the UK and Ireland states/covers:

- A person cannot be treated less favourably because of their disability if reasonable adjustments could be made which would enable them to do the job;
- That it applies to recruitment, training, transfers and covers job applicants and current employees who are disabled or become disabled;
- Direct and indirect discrimination. Direct could be refusing an interview to someone who is deaf. Indirect could be refusing to rearrange furniture to give access to a wheelchair user;

- Victimisation and harassment.

Religion and Belief

The policy aims to promote religions and belief equality in employment as applied within the legislation listed in the definitions. The legislation states/covers:

- You cannot treat someone less favourably because of their religion or belief;
- All the main religions and also lesser known religions such as Paganism. It also applies to those with no religious belief, e.g. atheists, agnostics as well as other beliefs (non-religious) that have a profound effect on the person's way of life or view of the world;
- Direct and indirect discrimination. Direct means, for example, not employing someone because they are a Methodist; indirect means, for example, applying a 'no headgear' rule that could indirectly discriminate against Sikh staff who wear turbans for religious reasons;
- Victimisation and harassment.

Race Equality

The policy aims to promote racial equality in employment as applied within the legislation listed in the definitions. The legislation states/covers:

- That you cannot treat a person less favourably because of their race (which also covers colour, nationality, ethnic origins and national origins);
- Direct and indirect discrimination. Direct means, for example, not employing someone because they are Chinese. Indirect means, for example, excluding job applications which have addresses in an area where a high number of Bangladeshi people live;
- Victimisation and harassment.

Sex Equality

The policy aims to provide people with equal access to employment opportunities regardless of their sex or sexual orientation as applied within the legislation listed in the definitions. The legislation states/covers:

- That you cannot treat someone less favourably because of his/her sex or sexual orientation or because they are married or are a civil partner
- Direct or indirect discrimination. An example of direct discrimination would be not employing a man for a job traditionally done by women, e.g. a secretary, or not appointing the best person for the job because they are gay or lesbian. An example of indirect discrimination would be requiring applicants to be at least 6 feet tall, which would exclude significantly more women than men.
- Victimisation and harassment.

Age Equality

The policy aims to promote age equality in employment as applied within the legislation listed in the definitions. The legislation states/covers:

- You cannot treat someone less favourably because of their age;
- You cannot discriminate against someone, either directly or indirectly, because of their age. An example of direct discrimination would be specifying on a recruitment advert that candidates must be below a certain age. An example of indirect discrimination would be specifying in an advert that a number of years of experience is required, which may prevent younger people from applying;
- It is unlawful to harass or victimise someone because of their age.

-ENDS-