



BUNGAY COMMUNITY SUPPORT EQUAL OPPORTUNITIES POLICY

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Equal Opportunities Policy

Purpose

The purpose of this policy statement is to ensure that no person should suffer or experience less favourable treatment, discrimination or lack of opportunities in their dealings with Bungay Community Support (BCS) on the grounds of gender, race, colour, nationality, ethnic origin, religious or philosophical beliefs, health status, HIV status, age, marital status, parental status, sexual orientation, political beliefs or trade union membership, class, responsibility for dependents, physical attributes, ex-offender status as defined by the Rehabilitation of Offenders Act 1974, lack of formal qualifications where such qualifications are not formally required, or any other grounds which cannot be shown to be justifiable within the context of this policy.

Legal Framework

This policy has been drawn up with reference to the Equal Opportunities and Discrimination (Equality Act 2010) which replaced all previous equality legislation in England, Scotland and Wales – namely the Race Relations Act 1976, the Disability Discrimination Act 1995, the Sex Discrimination Act, the Equal Pay Act, the Employment Equality (Age) Regulations 2006, The Civil Partnership Act 2004, the Employment Equality Regulations 2003 (religions and belief and sexual orientation).

The Equality Act 2010 protected characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Equality Act 2010 harmonises and strengthens and replaces most previous equality legislation. The following legislation is still relevant:

The Human Rights Act 1998.

The Work and Families Act 2006.

Employment Equal Treatment Framework Directive 2000 (as amended).

BCS is committed to the following principles

- We recognise that we live in a society where discrimination still operates to the disadvantage of many groups in society. BCS believes that all persons should have equal rights to recognition of their human dignity, and to have equal opportunities to be educated, to work, to receive services and to participate in society.
- We are committed to the promotion of equal opportunities through the way we manage BCS and provide services to the community. In order to express this commitment, we develop, promote and maintain policies that will be conducive to the principles of fairness and equality.
- This policy will influence and affect every aspect of activities carried out by BCS and other functions linked to BCS, as determined by the trustees.
- In the provision of services and the recruitment of staff and volunteers, BCS is committed to promoting equal opportunities for everyone. Throughout its activities and services, BCS will treat all people equally.

Bungay Community Support Equal Opportunities Policy

Date: 16th September 2022

Date of next review: September 2023

EQUAL OPPORTUNITY POLICY STATEMENTS

AGE

We will:

- ensure that people of all ages are treated with respect and dignity;
- ensure that people of working age are given equal access to our employment, training, development and promotion opportunities; and
- challenge discriminatory assumptions about younger and older people.

DISABILITY

We will:

- provide any reasonable adjustments to ensure disabled people have access to our services and employment opportunities;
- challenge discriminatory assumptions about disabled people; and
- seek to continue to improve access to information by ensuring availability of: loop systems; Braille facilities; alternative formatting; and sign language interpretation.

RACE

We will:

- challenge racism wherever it occurs;
- respond swiftly and sensitively to racist incidents; and
- actively promote race equality in the Company.

GENDER

We will:

- challenge discriminatory assumptions about women and men;
- take positive action to redress the negative effects of discrimination against women and men;
- offer equal access for women and men to representation, services, employment, training and pay and encourage other organisations to do the same; and
- provide support to prevent discrimination against transsexual people who have or who are about to undergo gender reassignment.

SEXUAL ORIENTATION

We will:

- ensure that we take account of the needs of lesbians and gay men; and

- promote positive images of lesbians, gay men and bisexuals.

RELIGION OR BELIEF

We will:

- ensure that employees' religion or beliefs and related observances are respected and accommodated wherever possible; and
- respect people's beliefs where the expression of those beliefs does not impinge on the legitimate rights of others.

PREGNANCY OR MATERNITY

We will:

- Ensure that people are treated with respect and dignity and that a positive image is promoted regardless of pregnancy or maternity;
- challenge discriminatory assumptions about the pregnancy or maternity of our employees; and
- ensure that no individual is disadvantaged and that we take account of the needs of our employees' pregnancy or maternity.

MARRIAGE OR CIVIL PARTNERSHIP

We will:

- Ensure that people are treated with respect and dignity and that a positive image is promoted regardless of marriage or civil partnership;
- challenge discriminatory assumptions about the marriage or civil partnership of our employees; and
- ensure that no individual is disadvantaged and that we take account of the needs of our employees' marriage or civil partnership.

EQUAL PAY

We will:

- ensure that all employees, male or female, have the right to the same contractual pay and benefits for carrying out the same work, work rated as equivalent work or work of equal value.

We will uphold this policy by:

- Ensuring the Chair has the specific responsibility for the effective implementation of this policy and the Chair is assisted in this role by Trustees, staff and volunteers.
- Communicating the policy to trustees, staff and volunteers and other relevant parties.
- Ensuring that adequate resources are made available to fulfil the objectives of the policy.
- Promoting an expectation that all our trustees and volunteers abide by the policy and help create an inclusive environment which is its' objective. This includes an expectation that all Trustees, staff and volunteers will always conduct themselves in a professional and considerate manner.

All staff, volunteers and trustees of the Charity share the responsibility for ensuring that the Equal Opportunities Policy is promoted and implemented fairly and effectively.

The Project Manager will ensure the implementation and effectiveness of the policy and report to the Board of Trustees annually. It is the individual responsibility of every member of staff and all volunteers to seek to ensure the practical application of the policy. Acts of direct and indirect discrimination and failure to comply with the provisions of the policy cannot and will not be tolerated and will be investigated. Disciplinary action may then be taken against the individual(s) concerned.

In addition, if any member of staff or volunteer considers that he or she is the subject of, or witnesses, unequal treatment, a complaint may be made through the agreed procedures for dealing with grievances, harassment or whistleblowing.

Anyone who raises a concern or challenges discrimination will be supported. No one will be treated differently because they have sought to promote equality or challenge discrimination.

As a mutual support community group BCS seeks to ensure that it is reflective of the community it serves. It will also seek to support and promote those who are marginalised or underrepresented in our community.

BCS will revise and review this policy annually.

This policy statement and procedures were last reviewed and approved by trustees on 16th September 2022.

THE DIFFERENCE BETWEEN EQUALITY AND DIVERSITY

WHAT IS EQUALITY?

Equality or equal opportunities mainly concentrates on removing discriminatory barriers that deny certain groups of people the opportunities that are enjoyed by others. It ensures that an organisation's policies and practices do not result in any individual or group receiving less favourable treatment on the grounds that are not material; namely "race", colour, ethnic or national origin, creed, gender, marital status, religious belief, class, disability or sexuality.

WHAT IS DIVERSITY?

Diversity goes beyond the 'traditional' equal opportunities groups and focuses on actively managing all employees to ensure they maximise their potential. Diversity consists of visible and non-visible differences that will include factors such as sex, age, background, "race", disability, personality and work style. It is founded on the premise that harnessing these differences will create a productive environment in which everybody feels valued, where their talents are being fully utilised and in which organisational goals are met.

THE DIFFERENCE BETWEEN EQUALITY AND DIVERSITY

