



TREES COMMUNITY ASSOCIATION EQUAL OPPORTUNITIES POLICY (Draft)

The Trees Community Association Ltd (TCA) will ensure equality and fairness for all service users and will not to discriminate on grounds of age, disability, gender reassignment, marital or civil partnership status, pregnancy or maternity, race, religion or belief, sex or sexual orientation.

We oppose all forms of unlawful and unfair discrimination.

We will ensure that partners, responsible for the employment of staff and co-ordination of volunteers delivering at Willingdon Trees Community Centre (WTCC) have full Equalities and Diversity Policies.

We will challenge discrimination and exclusion on any basis within our own organisation and all partners organisation with which we work. We will be prepared to discontinue any relationship with a partner organisation who does not abide by the Equality Act 2010.

We monitor complaints of an equality and diversity nature from employees, volunteers and service users.

TCA's commitment is:

- To create an environment in which individual differences and the contributions of all using WTCC are recognised and valued.
- To recognise that everyone at WTCC is entitled to a working environment that promises dignity and respect to all. No form of intimidation, bully or harassment will be tolerated.
- Training, development and progression opportunities are available to via partnership organisations for volunteers working for the benefit of TCA.
- We will strive to raise awareness of equality and diversity within the local community and promote the values of a balanced workforce to local businesses.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- This policy will be monitored and reviewed regularly.

Age discrimination

The Equality Act of 2010 protects people of all ages. TCA will not treat any employee of TCA or external partners, volunteers or service users differently or discriminate against them because of their age.

Disability discrimination

TCA will not treat a disabled person less favourably because of a reason relating to their disability and will make reasonable adjustments to employees, working conditions, volunteer placement environment and service user's environment where that would help to accommodate a particular disability.

Equal pay

TCA will ensure partner organisations, contracted to deliver at WTCC treat employees equally in the terms and conditions of their employment.

Gender reassignment

TCA will not discriminate or treat transsexual people less favourably for proposing to undergo, undergoing or have undergone gender reassignment. Employees who are absent from work due to this will be treated as if they ill or injured.

Marriage and civil partnership

TCA will not discriminate against those working at or using WTCC because they are married or in a civil partnership.

Rehabilitation of offenders

TCA will not discriminate against persons fall under the Rehabilitation of Offenders Act 1974. Under this act many ex-offenders are given certain employment rights if their convictions become 'spent'.

There are some exceptions to the Act which TCA will take into account. Partners responsible for co-ordinating volunteers will have to take in account the nature of the work relating to working with children, the sick, disabled people and vulnerable adults.

Race discrimination

SCDA will not treat an employee, volunteer and/or service user less favourably due to their colour, nationality and ethnic or national origins.

Race discrimination covers all aspects of employment, from recruitment to pay, and training to the termination of a contract.

Discrimination covers four areas:

1. Direct discrimination – treating someone less favourably on racial grounds
2. Indirect discrimination – applying practices that might favour one racial group over another
3. Harassment – unwanted conduct that violates a person's dignity and creates a hostile or degrading environment

4. Victimization – unfair treatment of an employee who has made a complaint about racial discrimination.

Religion or belief

TCA will not discriminate on the grounds of religion and/or beliefs either in the selection procedure or in our employment practices or in the services we provide.

Sex discrimination

TCA will not discriminate grounds of sex either or in the services we provide or the commissioning of services..

Sexual orientation

TCA will not discriminate against persons on the grounds of sexual orientation which includes bisexual, gay, heterosexual and lesbian people.

Discrimination against someone because they associate with another person or are perceived to have one of the protected discrimination characteristics is also against the law.

Harassment

There are three types of harassment under the Equality Act;

- Harassment related to protected characteristics
- Sexual harassment
- Less favourable treatment of an employee because she/he submits to or rejects sexual harassment or harassment related to sex or gender reassignment.

Harassment related to a protected characteristic occurs when a person engages in unwanted conduct which is related to one or more of the relevant protected characteristic and which has the purpose of;

- Violating the dignity of another person or
- Creating for that person an intimidating, hostile, degrading, humiliating or offensive environment.

Definitions

Direct discrimination consists of treating a person less favourably than others are or would be treated in the same or similar circumstance.

Indirect discrimination is when an unjustifiable requirement or conditions is applied equally to persons of all groups, yet considerably smaller proportion of people of a particular group can comply with it, and the requirements is to the individual's detriment. Indirect discrimination may occur without there being an intention to discriminate and care must be taken to avoid it.

Discrimination can be intentional, unintentional or institutional. Discrimination is unlawful in most circumstances, however is permitted in certain circumstances where being of a particular group – for example or gender – is a genuine qualification for the job.

The Equality Act 2010 brings together previous legislation such as the Race Relations Act and the Disability Discrimination Act and provides a more consistent approach to comply with the law. There are two new strands to the Act – Associative discrimination and Perceptive discrimination.

Associative discrimination

This is direct discrimination against someone because they associate with another person who possesses one of the protected characteristics (types) of discrimination which are: age, disability, gender reassignment, race, religion and belief, sexual orientation, sex, maternity and pregnancy.

Perceptive discrimination

This is direct discrimination against an individual because others think they possess one of the protected characteristics listed in the paragraph above.

Date of Policy	Draft November 2016
Policy reviewed	November 2017
Policy produced by	Alice Matthews SCDA
Policy ratified by	Draft to be ratified 06/12/16