English for All - Equal Opportunities

Introduction

English for all

ACCEPTS that in society certain groups or individuals are denied equality on the grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation and religion/belief or any other factor irrelevant to the purpose in view.

WELCOMES the statutory requirements laid down in:

- ✓ the Equal Pay Act 1970;
- ✓ the Rehabilitation of Offenders Act 1974;
- ✓ the Sex Discrimination Act 1975;
- ✓ the Race Relations Act 1976 and the Race Relations Amendment Act Feb 2000;
- ✓ the NHS Community Care Act 1990;
- ✓ the Disability Discrimination Act 1995;
- ✓ the Asylum & Immigration Act 1996;
- ✓ the Human Rights Act Nov 1998;
- ✓ the Employment (Religion or Belief) and (Sexual Orientation) Regulations 2003.

RECOGNISES that it has moral and social responsibilities that go beyond the provisions of the above-mentioned Acts and Regulations, and that it should support and contribute to the wider process of change through all aspects of its work and practices in order to eliminate discrimination and promote equality and diversity.

IS COMMITTED to taking positive steps to ensure that:

- ✓ all people are treated with dignity and respect, valuing the diversity of all;
- ✓ equality of opportunity and diversity is promoted;
- ✓ services are accessible, appropriate and delivered fairly to all;
- ✓ the mix of its employees, volunteers and management committees reflects, as far as possible, the broad mix of the population of its local community;
- ✓ traditionally disadvantaged sections of the community are encouraged to participate in policy decisions about, and the management of the services provided.

Policy

This policy applies to all Trustees, staff, volunteers, management committee members, users and the general public.

Commitment

Equality and diversity are central to the work of English for All

English for All will treat all people with dignity and respect, valuing the diversity of all.   It will promote equality of opportunity and diversity.   It will eliminate all forms of discrimination on grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation, religion/ belief, irrelevant offending background or any other factor irrelevant to the purpose in view.

It will tackle social exclusion, inequality, discrimination and disadvantage.

For this policy to be successful, it is essential that everyone is committed to and involved in its delivery. The charity's goal is to work towards a just society free from discrimination, harassment and prejudice. English for All aims to embed this commitment to social justice and work with the most excluded and disadvantaged in all its policies, procedures, day-to-day practices and external relationships.

Discrimination

English for all will treat discrimination as a disciplinary matter.

English for All will monitor and regularly review its policies, practices and procedures in order to ensure that they do not disadvantage any particular group.

Indirect Discrimination is when a policy, practice or procedure that applies to everyone might disadvantage a particular group, and which cannot be justified in relation to the job.

Positive action may be considered to address any imbalances identified in data.

Discrimination definitions
- ✓ Direct Discrimination is when you treat someone less favourably than others for unlawful means, for example not employing someone because of their gender or disability.
- ✓ Discrimination by association is direct discrimination against someone because they associate with another person who possesses one of the applicable protected characteristics (age, disability, gender reassignment, sex, race, religion or belief and sexual orientation).
- ✓ Perception discrimination in relation to age, race, religion or belief, sexual orientation, disability, gender reassignment and se, is a direct discrimination against an individual because others think they possess a particular protected characteristic. It applies even if the person does not possess that characteristic.
- ✓ Conduct that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive working environment. (

- ✓ Victimisation is when you treat someone less favourably or discriminate against them because they have pursued or intend to pursue their rights relating to alleged discrimination.
- ✓ Positive discrimination is unlawful. Positive action to address imbalances in the workforce is allowed in particular circumstances.   Examples would include setting equality targets (but *not* quotas which are unlawful); encouraging people from particular groups to apply where they are under-represented; training for promotion or skill training for employees from under-represented groups who show potential.

English for All

Aims to:

- ✓ Provide services that are accessible according to need;
- ✓ Promote equality of opportunity and diversity in volunteering, employment and development;
- ✓ Create effective partnerships with all parts of our community.

Realise Objectives by::

- ✓ Sustaining, regularly evaluating and continually improving its services to ensure equality and diversity principles and best practice are embedded in our performance to meet the needs of individuals and groups;
- ✓ Working together with the community to provide accessible and relevant service provision that responds to service users' needs;
- ✓ Ensuring staff, volunteers and trustees are representative of the community served and the employment policies are fair and robust;
- ✓ Responding to volunteer's & employees' needs and encouraging their development to increase their contribution to effective service delivery;
- ✓ Recognising and valuing the differences and individual contribution that all people make to Small Charity Support;
- ✓ Challenging discrimination;
- ✓ Providing fair resource allocation;
- ✓ Being accountable.

English for All recognises, respects and values diversity in its Trustees, employees, volunteers and service users.

English for All has this policy because it is a people-led organisation that must always ensure it meets the needs of the community through fair and appropriate employment and development of the people who work and volunteer for. English for All

PROCEDURES

Responsibility for Implementation

This policy covers the behaviour of all people employed or volunteering in English for All or using the services and sets out the way they can expect to be treated in turn. The overall responsibility for ensuring adherence to and implementation of this policy lies with the Trustees, staff and the management committee.

Method of Implementation

English for All intends to implement this policy by:

Ensuring that it is a condition of paid employment in English for All

Ensuring that Trustees, Management committee, volunteers and users are made aware, understand, agree with, and are willing to implement, this policy. All staff and volunteers will be given a copy of this policy as part of their induction;

Actively encouraging Trustees, staff, management committee and volunteers to participate in anti-discriminatory training, and making time and resources available for such training;

Monitoring the services, publicity and events provided by English for All, to ensure that they are accessible to all sections of the population and do not discriminate, and taking active steps to ensure that participation is representative.

Monitoring and Reviewing

English for All has declared its commitment to establishing, developing, implementing and reviewing a policy of equality of opportunity. Effective record keeping and monitoring, and acting on information gathered, are essential in order to measure effectiveness and plan progress. The management committee will review the policy annually.

Change Record

Date of Change:	Changed By:	Comments:
start 2000		Policy approved by the Trustees