

EQUAL OPPORTUNITY POLICY

Pyramid Health and Social Care Association

(PHASCA)

EQAUL OPPORTUNTIES POLICY

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PURPOSE OF THE POLICY STATEMENT AND GOALS

1.1

PHASCA: Is a voluntary organisation with the expressed aim to create equal opportunities individuals, Groups, Families parents/carers children and Youth. The communities to which the organisation serves, is based in an area where nearly 35 % is from the Black and Ethnic community, 6% are refugees and asylum seekers, 25% the Host society. The organisation recognises this diverse mix community it organises activities and services for, there fore effective policies and structures are required to ensure the organisation pursues its aim fully to prevent discrimination direct or indirect to all areas of activities. The organisation is there fore designed to ensure that it appropriately daily managed eternally, externally, and that management, staff, volunteers and users has effective participation in decision making.

1.2

PHASCA: Is an employer and is concern that no discrimination practices applies to actual or potential employees and volunteers, it is expected that all management, staff, and volunteers to be committed to the organisation Equal Opportunities policy. The organisation is committed to appoint, train and promote employees, volunteers solely on the basis of objective criteria for effectiveness work merit, and that no subjective or inappropriate configurations involved

1.3

The purpose of this policy document is to clarify, emphasise the organisation comm.-ittment towards preventing discrimination, and the promotion of a vast equality of opportunities to underline the organisation legal responsibilities under the (Race Relation act)1976.

1.4

PHASCA : Goal is to continue with our structures in place to monitor, review, evaluate, and promote various legislation in relation to equal opportunities and civil rights appropriately and effectively to meet the changing needs of the community.

Section 2

Meeting our obligations:

2.1

- (a) Equal pay Act 1970 the act gave the rights to equal pay and benefits equal to both sexes employed to a rated equivalent work of equal value
- (b) Sex Discrimination Act 1975 prohibit sex discrimination in areas of employment education, provision of goods, facilities and services disposal or management of premises.
- (c) Race Relation Act1976:To discriminate became unlawful against any one on grounds of race, colour, nationality origin all black and ethnic individual or group

were protected from discrimination for employment, training and services.

- (d) Disability Discrimination Act 1995: This gave the rights in the areas of employment, education, facilities /services, and public transport.
- (e) Human Rights Act 1998 This act covers various rights which extent to 15 rights which includes the rights to life.
- (f) Race relation (Amendment)2000 This amendment made it unlawful to discriminate against individuals, groups and created a positive duty to promote Racial Equality.
- (f) Employment Act 2002 covers 8 changes which included employment Tribunal procedures and data sharing provision.
- (g) Employment Equality (Sexual Orientation) regulation 2003: People or groups Has the rights to employment, vocational training
- (h) Employment Equality (Religion or Belief) 2003: Individual or groups must not Be discriminate on grounds of religious believes.
- (i) Disability Discrimination Act 2005: Changes made to the definition and included Various illnesses and rights the discriminate on transport vehicles.
- (j) Employment Equality (Age) Regulations 2006 prohibits unjustified age Discrimination and retirement at 65.includes exemption most age related rules In occupational pensions.
- (k) Gender Equality Act 2006: The act to eliminate unlawful discrimination and Harassment, and to promote equal opportunity between men and women.

Equality approach