

PAC Service User's Equal Opportunities, Diversity And Anti –Discrimination Policy

Equality and Diversity is about valuing differences and creating an environment where everyone has an equal chance to live, learn and work, free from discrimination and prejudice.

To this end, Pendle Action for the Community and its projects wholeheartedly support the principles of equal opportunities in employment and service delivery and oppose all forms of unlawful or unfair discrimination on the grounds of colour, race, gender, being transgender, appearance, age, disability, faith, ethnic or national origin, sexual orientation, marital status, maternal status, being pregnant, being married or in a civil partnership, or HIV status.

PAC recognises that certain groups of people in society are denied equal opportunity and suffer discrimination. Therefore PAC is committed to developing an effective equal opportunities policy and plan to provide equal treatment, equal access and equal benefits, and strives for good practice in all its area of work including services to clients; in its practise as an employer; and in the way it works with other organisations, both statutory and voluntary.

PAC recognises that equal opportunities must be actively promoted, implemented and monitored, and that policies must be reviewed on a regular basis.

We do not discriminate against staff or service users on the basis of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation (protected characteristics).

The principles of non-discrimination and equality of opportunity also apply to the way in which staff treat visitors, service users, service users, service users, suppliers and former staff members.

PAC projects will ensure they promote and positively engage actions, activities and plans to embrace community cohesion and prevent social exclusion

All staff have a duty to act in accordance with this policy and treat colleagues with dignity at all times, and not to discriminate against or harass other members of staff or service users, regardless of their status. Your attention is drawn to our separate anti-harassment and bullying policy.

Legal Standing

PAC is committed to taking positive action to implement and adhere to the Acts of Parliament which legislate against discrimination: The Equality Act 2010, The Human Rights Act 1998, The Civil Partnership Act 2004, Employment Equality (Sex Discrimination)

Regulations 2005, The Equality Act 2006, The Racial and Religious Hatred Act 2006, The Employment Equality (Age) Regulations 2006, Schedules 6 and 8.

PAC aims to identify and eliminate all types of discrimination including;

- a. Direct discrimination - that is treating a person less favourably than others because of their colour, race, gender, age, disability, nationality, faith, ethnic or national origin, sexuality, marital status or HIV status.
- b. Indirect discrimination – that is applying rules, conditions, or procedures that adversely affect people from one or more of the groups above compared with the population as a whole.

In this context it is recognised that the construction of some properties used by PAC may limit access for people with certain disabilities.

Training and Equal opportunities

Managers will be given appropriate training on equal opportunities awareness and equal opportunities recruitment and selection best practice. The Charity Manager has overall responsibility for equal opportunities training.

Staff training needs will be identified through regular staff appraisals. All staff will be given appropriate access to training to enable them to progress within the organisation and all promotion decisions will be made on the basis of merit. Our conditions of service, benefits and facilities are reviewed regularly to ensure that they are available to all staff who should have access to them and that there are no unlawful obstacles to accessing them.

Scope and purpose of the policy

This policy applies to all aspects of our relationship with staff and Service Users.

This policy applies to all potential as well as current project committee members, employees, volunteers, service providers and service users.

We will take appropriate steps to accommodate the requirements of different religions, cultures, and domestic responsibilities.

Disability discrimination

If you are disabled or become disabled, we encourage you to tell us about your condition so that we can support you as appropriate.

We will monitor the physical features of our premises to consider whether they place disabled workers, job applicants or service users at a substantial disadvantage compared to other staff. Where reasonable, we will take steps to improve access for disabled staff and service users.

Breaches of the policy

Anyone who feels they have been discriminated against in any of the above areas should discuss this with the project manager. If this does not resolve the concern, you should raise a formal complaint as per the Complaints, Comments and Compliments policy and procedure.

Complaints and Comments

PAC will not ignore complaints concerning discrimination. Disciplinary/strikes and warnings procedures will be initiated against those who commit acts of abuse, harassment, discrimination or prejudiced behaviour against managers, workers, volunteers or service users within PAC.

Allegations regarding potential breaches of this policy will be treated in confidence and investigated in accordance with the relevant procedure. Staff or service users who make such allegations in good faith will not be victimised or treated less favourably as a result. False allegations which are found to have been made in bad faith will, however, be dealt with under our Disciplinary/strikes and warnings procedure.

Any member of staff who is found to have committed an act of discrimination or harassment will be subject to disciplinary action. Such behaviour may constitute gross misconduct and, as such, may result in summary dismissal. We take a strict approach to serious breaches of this policy.

Access To and Receipt of Services

The following policies and procedures cover all aspects of accessing and receiving services and staff are expected to follow these conscientiously to ensure that people appropriate for receipt of our services are not discriminated against. PAC projects will ensure they promote and positively engage actions, activities and plans to embrace community cohesion and prevent social exclusion

- Referral Process
- Accommodation Allocations Policy
- Needs, Risk and Support Planning Policy and Procedures
- Needs and Risk Assessment
- Support Plans and Reviews

PAC will take appropriate action against any member of staff, volunteer, Board of Trustees member, service user or visitor who commits any form of discrimination based on race, age, disability, sexuality, nationality, religion or cultural beliefs.

If you have any questions about the content or application of this policy, you should contact the project manager.

Reviewed Aug 2014