



Lincolnshire Parent Carer Forum

Registered Charity No: 1141060

EQUAL OPPORTUNITIES POLICY

Legal Obligations

Equal Opportunities and Discrimination (Equality Act 2010)

The new Equality Act came into force in October 2010 and replaces 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).

STATEMENT OF POLICY

In valuing people, Lincolnshire Parent Carer Forum (The Charity) is committed to seek to go beyond the legal minimum regarding equality.

The Charity recognises that we live in a society where discrimination still operates to the disadvantage of many groups in society.

The Charity believes that all persons should have equal rights to recognition of their human dignity and to have equal opportunities to be educated, to work, receive services and to participate in society.

The Charity are committed to the promotion of equal opportunities within its policies and practice, through the way we manage the organisation and provide services to the community.

In doing so we will seek to ensure that no person (Member, Volunteer, Trustee, Contractor or Staff) should suffer or experience less favourable treatment, discrimination or lack of opportunities, from the Charity, in accordance with the current legislation.

This policy will influence and affect every aspect of activities carried out in the delivery of its services.

Responsibility and Implementation

The Charity Trustees have specific responsibility for the effective implementation of this policy.

In order to implement this policy the Charity will:

- Communicate the policy publically to all relevant individuals/agencies with whom we work.
- Ensure that those who are involved in assessing candidates for Trusteeship, volunteering, employment or contracting will be aware of and ensure non-discriminatory practices are utilised.
- Incorporate equal opportunity practice into general communications practices.
- Include guidance on equal opportunities at all induction sessions following recruitment.
- Periodically revisit the subject during its ongoing training sessions.

Conduct and Standards of Behaviour

All those involved with the Charity are expected to conduct themselves in an appropriate and considerate manner at all times.

The Charity will not tolerate behaviour such as:

- making threats - verbal or physical
- physical violence
- shouting
- swearing at others
- persistent rudeness
- isolating, ignoring or refusing to work with certain people
- telling offensive jokes or name calling
- displaying offensive material such as pornography or sexist/racist cartoons, or the distribution of such material via email/text message or any other format.
- any other forms of harassment or victimisation.

The Charity will treat seriously all complaints of unlawful discrimination.

Any individual subjected to behaviours, such as those above, may make an informal complaint or register a formal complaint via the Charity's Praise and Complaint Policy. Where necessary the matter may be dealt with as a Breach of the Charity's Code of Conduct.

The Charity will record and monitor the number and outcomes of complaints of discrimination made.

RECRUITMENT AND SELECTION

Whether the Charity is recruiting new members, Trustees, volunteers, staff or contractors it will always seek to ensure that individuals will be treated equitably and that it will not be discriminated against, directly or indirectly.

- Where a specific role, task or duty is to be undertaken, the Charity will provide an outline of specifications and skills being sought which will be provided e.g. Trustee Recruitment Policy.
- All candidates who apply for roles with us will receive fair treatment and will be considered solely on their ability to undertake their specified role.
- Short-listing and interviewing etc. will be carried out by more than one person where possible.
- Interview questions will be related to the requirements of the job and will not be of a discriminatory nature.
- Selection decisions will not be influenced by any perceived prejudices of other individuals.
- Publicity will be non-discriminatory and will not seek to discriminate through limitations in its distribution.

Full records of any interviews and appointments will be maintained and stored in accordance with the Charity's Data Protection Policy.

MONITORING

The Charity will periodically review its policy and practice through Trustees' meetings.

Revised and agreed by Trustees' meeting

Dated 26 Sept 2017

[Related Documents](#)

Praise and Complaints Policy

Code of Conduct Policy

Volunteer Recruitment Policy

Trustee Recruitment Policy

Data Protection Policy

Credits : Adapted from model policy sourced from Adviceuk.org.uk