



**Generation
Rhondda**

**Cenhedlaeth
Rhondda**

EQUAL OPPORTUNITIES POLICY

STATEMENT

Generation Rhondda is committed to the principle of equal opportunity in employment for all its employees and applicants for employment, in its commissioning of freelance researchers, its volunteers and learners, and in the appointment of its Board of Trustees. Generation Rhondda is committed to opposing all forms of discrimination and disadvantage.

Equality of opportunity is a basic right and will be given the priority it deserves by all in Generation Rhondda. The company will ensure equality of opportunity and access through compliance with anti-discrimination legislation. Generation Rhondda complies with the requirements of the Equality Act, wherein it states that it is unlawful to discriminate directly or indirectly in recruitment or employment against individuals who have any of the nine “protected characteristics” as set out in the Equality Act 2010. These are:

- Disability;
- Gender reassignment;
- Marriage and civil partnership;
- Pregnancy and maternity;
- Sexuality;
- Age;
- Race;
- Religion or belief;
- Sex and sexual orientation.

ACTION CHECK LIST

Generation Rhondda will:

- recruit staff and board members solely on the basis of merit and their contribution to the organisation, and learners and volunteers solely on the basis of merit;

- ensure that the facilities and services used by the company are suitable for all its employees, board members, volunteers and learners and do not inhibit their involvement in any way;
- require that staff, freelance workers, volunteers, learners and board members, while on company business, treat all people with respect and in an appropriate manner, regardless of disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, sexuality, age, race, religion or belief, sex and sexual orientation;
- ensure that all staff and board members, freelance workers, learners and volunteers have an awareness of discrimination and its effects;
- ensure that all company practices are in line with equal opportunities principles, in that there will be no direct and indirect discrimination, harassment or victimisation within the company;
- work with partners to improve provision and services and overcome barriers for targeted groups;
- challenge stereotyping and all forms of discrimination;
- set up monitoring systems to review and evaluate its work, procedures and practices.

ACTION CHECK LIST FOR WORKERS (STAFF AND FREELANCE)

While working for Generation Rhondda you must:

- adhere to the company's Equal Opportunities Policy;
- ensure that all colleagues are aware of the Equal Opportunities Policy and the requirement that they adhere to it.

Breaches of policy and practice, including harassment, bullying, victimisation or discrimination, will be regarded as misconduct and could lead to disciplinary proceedings. Any employee who believes they may have been subjected to treatment which breaches this policy should report the matter through the Grievance Procedure.

ACTION CHECK LIST FOR VOLUNTEERS AND LEARNERS

While taking part in Generation Rhondda projects you must:

- adhere to the company's Equal Opportunities Policy and Code of Conduct;

- ensure that all colleagues are aware of the Equal Opportunities Policy and the requirement that they adhere to it.

Any volunteer or learner who believes they may have been subjected to treatment which breaches this policy should report the matter to their line manager.

POLICY BREACHES can include:

- verbal abuse, rumour or insulting behaviour;
- undermining by constant criticism;
- sexist or racist jokes;
- jokes about a person's age, or mental or physical attributes;
- ridicule or exclusion for cultural or religious differences;
- victimisation of individuals who have raised, or who are thought to have raised, a complaint under the Equality Act 2010.

EQUAL OPPORTUNITIES POLICY STATEMENT

- Generation Rhondda is committed to the principle of equal opportunity for all its employees and applicants for employment, freelance workers, trustees, volunteers and learners.
- Generation Rhondda is committed to preventing direct, perceptive or associative discrimination on the grounds of disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, sexuality, age, race, religion or belief, sex and sexual orientation.
- Generation Rhondda seeks to fulfil its aims regarding equal opportunities through the application of policies and practices which will ensure that individuals are selected, appointed, trained, paid and promoted fairly and equitably on the basis of criteria relevant only to job performance.
- Generation Rhondda will endeavour to ensure that the projects, studies, evaluations and other work it undertakes are in accordance with its Equal Opportunities Policy and that all freelance workers, volunteers and learners involved in such work are also treated in accordance with this policy.
- Generation Rhondda is committed to promoting a harmonious and respectful working environment in which no worker, volunteer, learner or trustee feels under threat or intimidated because of their disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, sexuality, age, race, religion or belief, sex and sexual orientation.
- Generation Rhondda will ensure that all workers, trustees, volunteers, learners and potential workers are aware of the Equal Opportunities Policy.
- Breaches of policy and practice by employees will be regarded as misconduct and could lead to disciplinary proceedings, and by volunteers and learners as a breach of the Code of Conduct which may result in their being asked to leave the project in which they are taking part.

- Breaches of policy can occur when **active** discrimination, **perceptive** discrimination (where an individual feels that he or she has been discriminated against because of a perception that he or she has a “protected characteristic” when he or she has not) or **associative** discrimination (where an individual feels he or she has been discriminated against for association with an individual who has a “protected characteristic”) are believed to have taken place.

(This policy should be read in conjunction with the employees’ Code of Conduct, Generation Rhondda’s Human Rights Policy, Safeguarding Policy, and Disciplinary and Grievance Procedure)