

WEST EUSTON PARTNERSHIP

Equal Opportunities Policy

1 Introduction

The West Euston Partnership is committed to the development of positive policies to promote equal opportunities in its employment and service delivery practices regardless of colour, nationality, ethnic or national origin, religion, disability, sex, marital status, age or sexuality.

The Alliance seeks to comply with the letter and spirit of legislation, in particular the Disability Discrimination Act (1995), the Race Relations (Amendment) Act (2000), the Sex Discrimination Act (1975) and the forthcoming legislation to tackle discrimination based on Religion and Sexuality.

The following policy relates to the employment practices and the core aims and objectives of the West Euston Partnership.

2 Our Values

The West Euston Partnership recognises that groups and individuals have been, and continue to be, discriminated against on a number of levels.

Operating in a multi-cultural borough made up of people with a range of multi-faceted social identities, the West Euston Partnership is concerned to take positive action against discrimination and to help redress the inequalities it causes.

We are therefore committed to establishing and developing its Equal Opportunities Policy. This policy applies to Board of Trustees members, all other sub-committees, working groups, members, associate members and all employees, consultants and partner organisations employed by the organisation, and any other persons involved in its work and accessing its services.

It is a policy of West Euston Partnership to ensure that candidates applying for employment, existing workers, members of West Euston Partnership or those receiving a service will not receive less favourable treatment on the grounds of their social identity, race/colour, nationality, ethnic or national origin, age, sex, sexuality, disability, class or religion. In addition, marital or health status and caring responsibilities will not be reasons for discrimination and unequal treatment.

3 Employment

West Euston Partnership will actively seek to ensure equality of opportunity and treatment for all persons. It will ensure through effective monitoring, investigation and action that neither direct nor indirect discrimination exists in all policies and procedures and the way in which they are operated.

Recruitment, selection, and employment criteria and procedures will be regularly reviewed to ensure that individuals are selected, and treated on the basis of their relevant merits and abilities.

West Euston Partnership will ensure that job vacancies are publicly advertised, and that the Equal Opportunities Policy will be issued to all job applicants.

West Euston Partnership will monitor the social identity of job applicants to ensure that a wide range of applicants apply for employment.

West Euston Partnership will be proactive and take a leading contribution to local policy debates in relation to race and equality matters.

4 Training

West Euston Partnership will arrange training for workers and the Board of Trustees to enable them to undertake their responsibilities and discharge their obligations to West Euston Partnership in accordance with the Equal Opportunities Policy and legislation stated here.

5 Harassment

West Euston Partnership will not tolerate any form of harassment by members, their guests, workers or anyone working for West Euston Partnership and will take the strongest possible action against any perpetrators. A Harassment Policy will be drawn up and agreed upon the appointment of the Director and Equalities Sub Group to ensure that this policy is upheld.

6 Information and Policies

West Euston Partnership will ensure that all information for members is made available and is accessible for people with disabilities.

West Euston Partnership will review its policies regularly to ensure West Euston Partnership's commitment to Equal Opportunities has been maintained.

7 Board of Trustees responsibilities

It is the overall responsibility of the Board of Trustees to ensure that the Equal Opportunities Policy is properly implemented.

The Chair will endeavour to ensure that the Committee is representative of West Euston Partnership's membership. If this has not happened as the result of the normal electoral process, the Committee's ability to co-opt additional members on to the Committee shall be used.

8 Review and Monitoring

West Euston Partnership will undertake regular monitoring of the performance of its Equal Opportunities Policy and it will review its operation at least once every year.

The Chair of the Board of Trustees, who has primary responsibility for ensuring that the necessary monitoring, record keeping, training programmes, and reviews are properly established and maintained, will prepare an annual review of the Policy for the Committees consideration.

9 Legislation

West Euston Partnership will at all times observe any changes in legislation that relates to Equal Opportunities.

10 Our constitutional objectives

To promote good race relations and to endeavour to eliminate discrimination on the grounds of race, thereby encouraging equality of opportunity between

different racial groups; and

To promote the voluntary sector in the Area of Benefit for the benefit of the public

11 Implementation

To oversee the implementation and development of this policy the Board of Trustees will set up Equalities Sub-Group, which will meet every three months. The Group will consist of delegated Board of Trustees members and the West Euston Partnership Director.

The Sub-Group will feed into the Board of Trustees and help set the agenda for reviewing the policy and tackling specific issues of discrimination.

Date adopted:

Date Modified: