



## **Equal Opportunities Policy**

Care & Repair is committed to the principle of equality opportunities across the range of our services and value the diversity within our staffing structures and boards.

We recognise the diversity of groups, cultures and needs of the wide variety of communities and individuals that live within our areas of operation. We also recognise that some groups face discrimination and disadvantage within our Society.

We are committed to making our contribution to eliminating discrimination by ensuring that our Equal Opportunities Policy is promoted at every level throughout the whole of our organisations. It is our overall aim to provide all of our services and employment opportunities on a fair and equitable basis.

We believe that board and workforce diversity adds value to our organisation and aids us in further meeting the diverse needs of the community in which we and our member organisations operate.

Care & Repair will not discriminate or treat anyone less favourably on the grounds of:

- Race
- Colour
- Nationality
- Ethnic or national origin
- Gender
- Disability
- Age
- Sexual orientation
- Transgender
- Marital or civil partner status
- Gender Reassignment
- Religion or belief (including non belief)



**The ethos and principles of our Equal Opportunities Policy are that:**

- We are fully committed to equality of opportunity.
- We will provide all our services on a fair and equitable basis.
- We will adopt recruitment and selection procedures which provide fair and equitable opportunities for all and will similarly promote and train our staff in a fair and equitable manner.
- We will ensure Individuals will be selected for employment, offered Learning, promoted and treated on the basis of their abilities, merits, and development potential and according to job requirements. Every employee will be given equal opportunity to show their ability to progress within the Group and appropriate support will be provided as required.
- We will treat people with dignity and respect and acknowledge people's individual needs and requirements.
- We will ensure that the ethos and principles of our Equal Opportunities Policy underpin and permeate everything that we do.
- We will implement the appropriate legislation and codes of practice and ensure that they are incorporated into all our policies, procedures and working practices.
- We will expect our staff to adopt and implement our Equal Opportunities Policy when carrying out their duties and conducting business on behalf of Care & Repair Cymru and we will provide Learning and support to staff to enable them to achieve this.
- We will expect those to whom carry out work on behalf of us, to similarly adopt and implement their own equal opportunities policy or adopt ours.
- We will challenge unacceptable behaviour and actively support victims of harassment. If members of staff feel they have been discriminated against you they should follow the Grievance and/or Harassment Procedure.



## **Legislation**

We will abide by all equality legislation including:

- The Race Relations Act (1976).
- Race Relations (Amendment) Act 2000.
- Sex Discrimination Act 1976 (updated 1986).
- Disability Discrimination Act (1995).
- Disability Discrimination Act (2005).
- Equal Pay Act 1970 (updated 1983).
- Employment Equality (Religion or Belief) Regulations 2003.
- Employment Equality (Sexual Orientation) Regulations 2003
- Age Discrimination Act (2006)
- Equality Duty (2006)
- The Equality Act (2010)

Care & Repair Cymru will abide by all further equality legislation which is introduced and support and encourage our members do to do the same.