

# **WORCESTERSHIRE PARENT AND CARERS' COMMUNITY (WPCC)**

## **EQUAL OPPORTUNITIES POLICY**

As a Charity supporting families with disabled children, recognising the equal value of all individuals is at the very heart of our organisation. We are committed to equality of opportunity not only for our employees but for all members, their families and our partners in the statutory and voluntary sectors.

Our vision is guided by a number of core values including treating people fairly and valuing diversity; building strong, cohesive relationships and promoting good community relations; and involving and listening to parents, carers, children and young people and our partners in the community.

This policy covers all forms of unlawful discrimination covered by the Equality Act 2010: disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation. Discrimination is against the law.

The overall aim of this policy is to: -

- Ensure that WPCC complies with current legislation prohibiting discrimination;
- Promote equality of opportunity;
- Promote equality of access;
- Promote good relations across our diverse membership through our non discriminatory policies and practices covering employment, service delivery and our engagement with partners and communities in the County.
- Promote the principle that life is positively enriched for us all by the diversity of individuals in society and that everyone has a valuable contribution to make.

We are committed to preventing all acts of unfair treatment including discrimination, bullying and victimisation within the organisation and in our dealings with others.

### **Employees, workers and volunteers**

We strive to be an equal opportunities employer. This means that decisions concerning recruitment, promotion, dismissal, or any other aspect of employment will be based on the needs of the charity and not on any assumptions based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation. This is an important commitment which all employees are expected to share.

Employees are encouraged to raise with management any discriminatory behaviour, assumptions or attitudes they encounter at work and are entitled to do so free from any reprisal providing they are acting in good faith or in the reasonable belief that they are acting in the public interest.

All workers will be encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the creativity and success of the charity.

Approved May 2020  
For annual review

We will:

- Create an environment in which individual differences and the contributions of all our workers are recognised and valued
- Ensure every employee, worker and volunteer is able to work in an environment that promotes dignity and respect for all. We will not tolerate any form of intimidation, bullying or harassment.
- Ensure reasonable adjustments are made to enable disabled people to work in or with WPC.
- Review all our formal and informal employment/hiring practices and procedures to ensure they are fair and help us to identify the best talent.
- Ensure training, development and progression opportunities are available to all staff.
- Have in place procedures to deal with complaints regarding discrimination, bullying and victimisation through a detailed grievance procedure that features the name and contact details of the person with overall responsibility for the policy. Grievance procedure held separately.

This policy is fully supported by the trustees of WPC. Breaches of the policy may be regarded as misconduct and could lead to disciplinary proceedings.

We will monitor the success of this policy regularly and our review our progress at least once a year.