



helping older people make informed choices
about their housing, support and care

EQUAL OPPORTUNITIES POLICY

Statement of Intent

In the development of this policy, EAC has recognised and considered the requirements of the Human Rights Act 1998, the Disability Discrimination Act 1995, Race Relations Act 1976 (as amended), the Sex Discrimination Acts 1975-85, the Equal Pay Act 1970, Employment Equality (Sexual Orientation) Regulations 2003, and Employment Equality (Religion or Belief) Regulations 2003.

EAC is committed to ensuring equality of opportunity in employment, provision of services, and contractor role to any public authority.

EAC as an Employer

EAC aims to ensure that no applicant, employee, consultant or volunteer is subject to harassment or other discriminatory treatment on the grounds of race, religion, sexual orientation, colour, nationality, ethnic or national origin, disability, age, gender, family status, HIV/AIDS status, or is otherwise disadvantaged by conditions or requirements which cannot be shown to be justifiable.

Responsibility

EAC is committed to ensuring by all appropriate means that the Equal Opportunities Policy is carried out. In particular:

- The task of implementing the policy is delegated by the Board of Trustees to the Director, however responsibility for Equal Opportunities within EAC remains with the Board of Trustees.
- The policy statement is made known to everyone working as a member of staff, consultant or volunteer at EAC, and sent to all applicants for employment.
- EAC will implement an agreed recruitment and selection policy. This will be monitored and reviewed to ensure that individuals are selected and treated on the basis of their relevant merits and abilities.
- The successful implementation of this policy depends upon the co-operation of all staff, consultants and volunteers. EAC expects that they do not discriminate in the performance of their duties, to co-operate with measures introduced by the Director to ensure equal opportunity and non-discrimination and to participate in any relevant training.

4. EAC as a service provider

As a service provider EAC aims to ensure:

- Equality of access to the service, and
- Customers are not disadvantaged by any of the grounds set out above, & their individual information needs & preferences are met.

5. Review

As required by Equal Opportunities legislation, this policy will be reviewed annually and at other times as may be necessary.

Agreed by Trustees August 2006