

# Equal Opportunities Policy

## Purpose

DRASACS believes that all people have the right to be treated with respect and dignity and will treat all forms of personal discrimination seriously. It recognises that oppression can take many forms, both overt and covert, and is working to eliminate unfair treatment of anyone within the organisation, whether they be service users, paid or unpaid workers, job applicants or members of the management committee. This will take the form of training, monitoring and supported and open challenging of inappropriate behaviours. We are actively committed to the promotion of equal opportunities in all areas of activity.

The aim of this policy is to ensure that no employee, service user, volunteer or potential worker (paid or unpaid) receives less favourable treatment or is disadvantaged by any form of direct or indirect discrimination because of race, age, nationality, class, marital status, religion, ethnic or national origins, sexual orientation, disability, mental health, union activity, HIV status, carer's responsibility, place of residence or any other reason, other than in employment issues where other nationals are not legally entitled to work in the United Kingdom or where a person's sex is a genuine occupational qualification.

## Organisations Commitment

DRASACS recognises that equal opportunities in practice requires commitment from every person within the organisation and a constant awareness and monitoring of individual actions and behaviour. All members have an equal responsibility for the practical implementation of this policy in their day-to-day interaction with colleagues and members of the public.

DRASACS is committed to a policy of equal opportunity and fair access to the service. The organisation will endeavour to ensure that access to the service, the quality of service provision and the quality of information provided to enable access to the service does not lead to unfair disadvantage of any individuals or groups.

Initial responsibility on a day-to-day basis for the observance of this policy lies with the staff team, final responsibility lies with the DRASACS Board.

All members of DRASACS are required to indicate their awareness of this policy and are expected to abide by it. Any breach of the policy could result in disciplinary action.

## Procedures

**Worker:** refer to the DRASACS grievance procedure. Any complaint received in this way will be dealt with in accordance with the procedures outlined therein, and in accordance with the procedures in the disciplinary procedure should this be appropriate.

**Service User:** refer to the complaints procedure, which is freely available to all service users. Any such complaint shall be dealt with in line with the procedures outlined therein.

## **Review and Revision**

Reviewed by: R McMinn

Next review: October 2023