

# Saffron Community Enterprises Limited

## Equal Opportunities Statement

Saffron Community Enterprises Limited is firmly committed to the active promotion of the principle of Equal Opportunities (equal access and treatment) both as an employer and in the provision of all our services. We oppose all forms of unfair discrimination on the grounds of colour, race, nationality, ethnic or national origin, sex, marital status, sexual orientation, age or disability. Saffron Community Enterprises Limited therefore undertakes to operate in accordance with equal opportunities legislation and recommend good practice, both as an employer, and provider of services. Saffron Community Enterprises Limited recognises that its most important asset is its human resources and that the make up of those resources should reflect the whole community, which it serves.

## Equal Opportunities Legislation

### Race Relations Act 1976

This makes discrimination on the grounds of race, colour, nationality (including citizenship), ethnic or national origin unlawful. The law covers people from all racial backgrounds, including white people.

### Disability Discrimination Act 1995

This deals with discrimination against disabled people – that is when someone treats a disabled person less favourably than someone else, without justification, for a reason related to their disability. Discrimination also occurs if, without justification, a 'reasonable adjustment' is not made. The Act applies to all those who provide goods, facilities and services to the public. The Employment provisions of the Act apply to employers with 15 or more employees.

### Sex Discrimination Act 1975

This deals with discrimination on grounds of sex or marriage and applies to men and women. The requirement for equal pay is contained within the Equal Pay Act 1970.

Every possible step will be taken to ensure that individuals are treated equitably and fairly and that decisions on recruitment, selection, training provision and career management are based solely on objective and job related criteria.

To support this policy the company will:-

- Provide training and guidance to all staff in legislation, the policy and good equal opportunities practice to support them in their work for the community and in particular specific training and guidance for key decision makers such as board members and senior members of staff, who have responsibilities for the recruitment and development of staff as well as the development of policy.
- Monitor the composition of our current and potential workforce within our local community to evaluate and enhance the effectiveness of this policy.
- Set and action plan for progress on equal opportunities containing explicit, measurable and realistic objectives and targets.
- Identify any scope for using positive action training and encourage and then implement accordingly, as resources permit.
- Produce advertisements and recruitment literature that will encourage suitable applicants throughout the community and ensure optimum circulation to suitable candidates.
- Develop and operate policies and procedures for dealing with discrimination, including racial and sexual harassment.
- Review, monitor and evaluate the policy on a regular basis
- Ensure that all partners and organisations involved in the delivery of our services have appropriate equal opportunities policies, which support our own.

The Board of Directors fully supports this statement. All employees are responsible for the active implementation of the equal opportunities policy within the company and in the provision of our services.