



Equal Opportunities Policy

Background

Energize is a Christian charity which actively works to tackle social exclusion and help marginalised people to become part of society as a key part of its core business. This basic value is central to our Equal Opportunities Policy in ensuring that the charity does not create an internal environment in which people are oppressed or overlooked in employment for invalid reasons.

Energize is committed to Equal Opportunities. We wholeheartedly accept our legal obligations under:

- The Race Relations Act 1976: the Race Relations (Amendment) Act 2000 and the Race Relations 1976 (Amendment) Regulations 2003;
- The Sex Discrimination Acts 1975, 1986 and 1999 (as amended);
- The Employment Equality (Religious Belief) Regulations 2003;
- The Employment Equality (Sexual Orientation) Regulations 2003; and
- The Disability Discrimination Act 1995; the DDA (Employment) Regulations 1996 and The DDA 1995 (Amendment) Regulations 2003

These Acts make it generally unlawful to discriminate on the grounds of:

- Colour
- Race
- Nationality
- Ethnic or national origins
- Sex or marital status
- Disability
- Religion or Belief
- Sexual Orientation

Energize also undertakes not to discriminate unfairly on the grounds of:

- Age
- Trade Union membership and activity
- Political belief
- Unrelated criminal convictions

Energize is committed to implementing Equality of Opportunity in carrying out all our various functions. We are committed to developing effective policy, strategy and standards, and to monitor, review and evaluate progress towards achieving Equality of Opportunity.

We recognise the effects of historical disadvantage and past discrimination. Where it is appropriate and within the law to do so, we will take positive action to achieve Equality of Opportunity.

Policies, practices and procedures to eliminate unlawful and unfair discrimination can achieve much. We also recognise that developing real progress towards Equality of Opportunity requires a programme of action that all staff are committed to taking

responsibility for and implementing within the remit of their jobs. Everyone must be genuinely committed to Equal Opportunities.

Equal Opportunities Guidance Notes

Energize aim to offer an inclusive and fair service to clients, staff and other organisations/professionals. Working to this aim, Energize will:

- Seek to ensure that Energize staff and clients are treated fairly and do not receive detrimental treatment as a result of race, colour, disability, cultural or ethnic origins, religion or gender.
- Recognise and value the diversity of each individual attending Energize.
- Not tolerate harassment or intimidation of individuals or groups and will act promptly to investigate complaints that are brought against individuals or groups, staff or client.
- Require all employees to work within and uphold equal opportunities.
- Seek to ensure that all employees are afforded equal opportunities to progress within the organisation according to their aptitudes, skills, abilities and strengths.
- Seek to ensure that anyone applying for employment with the charity is treated fairly and without discrimination and no candidate is placed at a disadvantage by requirements or conditions that are not necessary to the performance of the post.
- Seek to work with agencies, associates, partners and contractors who uphold similar values and attitudes towards people.
- Show diversity in printed materials.

Energize staff in being committed to Equal Opportunity policy and guidance will:

- Treat Energize clients, co-workers and visitors respectfully.
- Encourage & celebrate cultural diversity.
- Provide Energize clients choices.
- Act immediately when they become aware of any kind of bullying or harassment- including intimidating behaviour, name calling, racism and threats.
- Encourage fairness when working with Energize clients.
- Serve, respect and engage all people regardless of their gender, marital status, race, ethnic origin, religion, age, sexual orientation or physical and mental capability.
- Acknowledge the freedom the freedom of people, of all faiths or none, both to hold and to express their beliefs and convictions respectfully and freely, within the limits of the UK law.
- Never impose our Christian faith/ethos on others.