

EQUAL OPPORTUNITIES POLICY

Introduction

Age UK Milton Keynes (AUK MK) aims to be an equal opportunities employer as we believe that everyone in our society has a contribution to make and that life is positively enriched by the diversity of individuals.

It is believed that it is in the best interest of AUK MK and the older people with whom we work that we encourage all staff, volunteers and users of our services to treat one another in a just and fair manner. Such treatment and respect for individual choice will enable the services provided to be of the quality older people deserve.

Why is an Equal Opportunities Policy Necessary?

1. To recognise that in society certain groups and individuals have suffered and continue to suffer discrimination on the grounds of race, faith, age, disability, gender, sexual orientation, marital status and responsibility for dependants.
2. To ensure that a quality service is provided to all who need it by recognising that people have different needs, which may require different treatment.
3. To ensure that no job applicant, employee or volunteer receives less favourable treatment or is disadvantaged by conditions or requirements which cannot be seen to be justifiable.
4. To comply with the Equality Act 2010, which prohibits direct and indirect discrimination.

Policy

- AUK MK will not allow discrimination against any individual or group of individuals on the grounds of race, faith, age, disability, gender, sexual orientation, marital status, pregnancy and maternity and gender reassignment.
- AUK MK will ensure that its policies and procedures for dealing with staff, volunteers and members of the public are not discriminatory and are based on respect for the individual.
- AUK MK is an equal opportunities employer. Every possible step will be taken to ensure that individuals are treated in an equal and fair manner and that decisions on recruitment, selection, training and promotion are based solely on objective and job related criteria.
- AUK MK will assess the impact on Equality when drafting or reviewing all policies and procedures.

Actions that will Breach the Policy Include:

- Harassment of any kind.
- Offensive comments or practices relating to race, sex, faith, homophobia, disability or age.
- Responding to requests that are considered to be discriminatory.

Implementation and Monitoring

- The policy will be distributed and explained to all AUK MK trustees, employees and volunteers, and made available to users of services.
- Publicity material will reflect our commitment to equal opportunities.
- In its future planning, AUK MK will consider the needs of those groups which are particularly disadvantaged in our society.
- All trustees, staff and volunteers have responsibility for ensuring that both the spirit and the letter of the Equal Opportunities Policy are implemented and promoted.

This policy links to AUK MK's Grievance and Disciplinary, Professional Value Base and Whistle Blowing.

Contact

Any breach of AUK MK's Equal Opportunities Policy should, in the first instance, be reported to:

The Chief Executive
Age UK Milton Keynes
The Peartree Centre
1 Chadds Lane
Peartree Bridge
MILTON KEYNES
MK6 3EB