



DAYSPRING
PLACEMENT SOLUTIONS LIMITED

Equal Opportunities Policy

Equal Opportunities Policy Information Pack

June 2020

DAYSPRING EQUAL OPPORTUNITIES POLICY

1. Vision Statement:

- DAYSPRING is committed to promoting equal opportunities.
- DAYSPRING values diversity and encourages fairness and justice.
- DAYSPRING wants equal chances for everyone to work, learn and live free from discrimination and victimisation.
- DAYSPRING will combat discrimination throughout the organisation and will help to overcome discriminatory barriers.

2. In seeking to achieve this vision, DAYSPRING will strive to:

- Encourage equality of opportunity for all people and actively promote good relations.
- Eliminate any conditions, procedures and individual behaviour that can lead to discrimination even where there was no intent to discriminate, with particular regard to Race; Gender; Disability; Sexuality; Age; Employment issues; and Religion and Belief. Whilst recognising that individuals may experience disadvantage on more than one level.
- Offer services fairly to all people, ensuring that anyone in contact with the organisation is treated with respect, making provision for those groups within the community whose needs and expectations are less well met.
- Comply with all legislation dealing with discrimination and the promotion of equality, following the codes of practice issued to support this legislation.
- Ensure all employment policies procedures, guidelines and circulars reflect and reinforce DAYSPRING commitment to equality.
- Ensure mechanisms are in place for responding to complaints of discrimination and harassment from employees and the public.
- Encourage disadvantaged groups and individuals to participate in the community.
- Make this policy known to all facilitators, tutors, employees, job applicants, local citizens and partner organisations.
- Operate procurement practices and partnership arrangements that ensure others commissioned to provide services to DAYSPRING have similar policies that cover equal opportunities.
- Periodically review the Equal Opportunities policy.

3. Supporting Guidelines

- The Equal Opportunities Policy is reinforced by guidelines specifically relating to accessibility and the DAYSPRING's role as an employer.

4. Responsibility

- The Equal Opportunities Policy is covered by DAYSPRING Facilitator, whose responsibility for the implementation of the policy lies with the Executive Director. This Policy will come into effect from as above.

DAYSPRING Equal Opportunity Policy; Accessibility Guidelines

DAYSPRING strives to maximise the well being of the people working with and for us, and in pursuing this aim, it will strive for a just society which gives everyone equality.

1. Vision Statement:

- DAYSPRING's services must be accessible to and appropriate for all the members of the community who might wish or need to use them.
- DAYSPRING will take all reasonable steps to ensure its employment arrangements are accessible.

2. In seeking to achieve this vision, DAYSPRING will strive to:

- Facilitate physical access into the buildings it uses. New training venues will comply with this statement, as will new additional features to improve access into existing buildings. DAYSPRING will require that our venue providers prioritise access into as many of its existing public buildings as possible. If unable to, it should provide a reasonable alternative method of making the service in question available to all groups.
- Monitor and evaluate accessibility in order to make improvements. In particular using consultation to understand the needs and expectations of service users, potential users and the workforce.
- Use communication methods that are appropriate and sensitive.
- Publicise the variety of ways in which services can be accessed.
- Improve the accessibility of employment arrangements or physical features of the workplace to meet the needs of staff and applicants with disabilities or other needs.
- Work with partner organisations and agencies delivering services on behalf of DAYSPRING, to enhance access to services across the borough.
- Explore multi-channel access to information and services that extends choice and convenience to our customers.

3. Statement of Principles

DAYSPRING is committed to ensuring that all its employment policies, procedures, guidelines and circulars will reflect and reinforce the our commitment to equality.

DAYSPRING will through its policies and work seek to create the following:

- **Race Equality:** DAYSPRING is committed to promoting a cohesive society and eliminating unlawful racial discrimination. We will promote equality of opportunity and good relations between people of different racial, national and ethnic groups.
- **Disability Equality:** DAYSPRING will not treat a person less favourably directly or indirectly on the basis of his/her disability and will promote equality of opportunity for people with disabilities.
- **Gender Equality:** DAYSPRING will not treat a person less favourably directly or indirectly due to gender or marital status.
- **Equality of Employment:** DAYSPRING will through its policies and training seek to create:
 - A prejudice free and supportive working environment;
 - A workforce which reflects the diversity of the national population
- **Accessibility:** DAYSPRING's services must be accessible and appropriate for all members of the community who might wish or need to use them. DAYSPRING will ensure its employment arrangements are accessible.
- **Sexual Orientation:** DAYSPRING will not discriminate directly or indirectly on the grounds of sexual orientation.
- **Gender Reassignment:** DAYSPRING will not discriminate directly or indirectly on the grounds of gender reassignment.
- **Religion and Belief:** DAYSPRING will not discriminate directly or indirectly on the grounds of religion or belief. (This is defined as any religion, religious belief or similar philosophical belief. It excludes philosophical or political beliefs unless those beliefs are similar to a religious belief, e.g. the belief has a profound effect on the person's way of life.)
- **Age:** A person's age will not lead to unfair discrimination.

I have read and understood this policy and agree to comply with all of it.

Name

Signature

Date: _____