

Polish Abroad Equality and Good Relations Policy

Date adopted: 21/08/09

Dates reviewed: 13/06/11; 06/12/14

General Statement

Polish Abroad aims to support equality and good relations across the full range of its work. The purpose of this Equality and Good Relations Statement policy in practice is to support equality and good relations (as defined in Section 75 of the NI Act 1998) within all levels of involvement in our organisation, irrespective of gender, race, ethnic origin, disability, age, nationality, national origin, sexuality, religion or belief, marital status and social class.

Employees and Volunteers

All staff whether employees or volunteers, whether part time, full time or temporary, will be treated fairly and equally. Selection of employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees and volunteers will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Organisational Commitments

- Working environment: Polish Abroad provides a working environment which promotes respect and is against intimidation and harassment.
- Management: Management committee supports diversity and equality.
- Implementation of policy: The committee will ensure the policy fulfils by undertaking several actions; equality training for staff and volunteers, written copies of policies to be given to all staff/volunteers. The committee will point the person within the organisation responsible for this and for responding to any equality issues raised.
- Breach of policy: In case of breaking the policy the management will undertake all the appropriate actions from discussion, through disciplinary actions to training and awareness development.
- Reviewing the policy: The policy will be reviewed every two years.

Section 75(1) Equality Compliance

Polish Abroad complies with Section 75(1) of the Northern Ireland Act 1998. This requires that the organisation performs its functions in accordance to with the principles of equality of opportunity between:

- Men and women generally
- Persons with a disability and persons without

- Persons with dependents and persons without
- Persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation.

Our organisation is a community development/ethnic minority/community relations focused organisation which believes that valuing equality is about recognising, appreciating and respecting individual and community needs and treating people with dignity and respect.

The purpose of this Equality Statement policy in practice is to provide diversity and equality to all levels of involvement in Polish Abroad, irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexuality, religion or belief, marital status and social class. We oppose all forms of unlawful and unfair discrimination.

Section 75(2) Good Relations compliance

Polish Abroad complies with Section 75(2) of the Northern Ireland Act 1998. This has a specific focus on the promotion of the Good Relations between persons of different political opinion, race or religion.

Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability

All employees, whether part time, full time or temporary, will be treated fairly and equally. This right will be extended to Polish Abroad volunteers as a matter of policy and practice.

Organisational Equality and Good Relations Objectives

- Day to day work: all members of the organisation value diversity within particular projects and day to day work by ensuring as many people as possible have an access to services and can participate in the projects, we ensure the workplace is positive, safe, welcoming, and inclusive by involving people from different backgrounds to take part in our actions.
- Best Practice: our organisation will seek to share, work in partnership and engage in training etc. to build on equality and good relations to ensure best practice within its work. It will be done by working with different minority ethnic groups, community organisations and statutory bodies.
- Training: all employees and volunteers will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.
- Mainstreaming: Polish Abroad will provide as far as it is possible equal opportunities into all employment and business decisions by developing systems and processes which are accessible and transparent.

Specific context of the work of our organisation

Polish Abroad is totally committed to valuing diversity by promoting and implementing equality of opportunities in all its activities. This commitment is based on the rationale that improving the business success and performance of the region depends on all its people having a stake in its future. Achieving this will depend on developing and implementing the business case for equality and promoting policies to achieve sustainable communities and social inclusion as outlined in the Regional Strategy.

Legislation

Polish Abroad is aware of the relevant legislation in relation to equality and good relations as follows:

- Equal Pay Act 1970 (amended by Equal Pay regulations 1983)
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1975 (amended 1986; Gender Reassignment Regulations 1999; Indirect Discrimination and Burden of Proof Regulations 2001)
- Disability Discrimination Act 1995
- Protection from Harassment Act 1997
- Human Rights Act 1998
- Section 75 NI Act 1998
- Race Relations Amendment Act 2000
- Employment Equality (Age) Regulations 2006.