



# thelastingchange

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## Equal opportunities policy

### Statement of values

thelastingchange recognises that direct and indirect discrimination exists in our society. We believe that no-one should suffer oppression, bullying, harassment or lack of opportunity on the basis of their age, race, colour, gender orientation or reassignment, sexual orientation, marital status, ethnic or national origin, disability or any other factor, either directly or indirectly.

thelastingchange has a positive commitment to working with people who wish to participate fully in society but find it difficult to do so because of lack of opportunities.

We believe that our role is to work towards a just society where everyone has control over their life and is able to participate in society. We believe in enabling people to play an active part in their community.

We will not undertake any work which may lead to any Directors acting in a discriminatory way.

### Definition and Scope

Direct discrimination in general terms consists of words or practices which disadvantage either a person or a group directly because of their age, disability, ethnic or national origin, gender, religion or belief, sexual orientation or any other factor.

Indirect discrimination is treatment that might be equal between different groups but is discriminating in its effect on one particular group. It is a rule, condition or requirement that is applied equally to all but results in an unfair effect on a particular group and that cannot be justified.

These definitions have been adapted from anti-discriminatory legislation. thelastingchange.com recognises its responsibilities under the:

- Race Relations Act 1976 (and its subsequent amendments)
- Sex Discrimination Act 1975 (and its subsequent amendments)
- Disabled Persons Act 1944, 1958, 1986 and Anon
- Equal Pay Act 1970
- Rehabilitation of Offenders Act 1974
- Disability Discrimination Act 1995
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion & Belief) Regulations 2003

However thelastingchange is committed to working in a fair way acknowledging differences and regards this legislation as a minimum standard.

How will we put this into practice?

### Management of thelastingchange

- thelastingchange will be managed in an open and democratic way.
- The management of thelastingchange will take note of the views of Associate consultants, both clients and directors.
- thelastingchange will encourage representatives from all sections of the community to take part in activities organised by the company where appropriate. Efforts will be made to encourage members from under-represented groups to take part.
- Monitoring of Equal Opportunities issues forms part of thelastingchange Quality Management System.

### Paid Staff & Associates

As a consultancy we do not at present directly employ staff. However should we be required to we will adhere to legislation and current good HR practice in line with the public sector. Equal Opportunities Monitoring Form will be written using clear language and will ask only for information relevant to this policy. It will contain an explanation about why the information is being requested and will state that the information will not be used as part of the recruitment and will remain anonymous. An envelope will be included to keep the application form and the monitoring form separate.

### Delivering thelastingchange Services

thelastingchange recognises that everybody has the right to be treated with respect and we will treat everybody with whom we come into contact in a respectful and friendly manner. Thelastingchange will make its services as accessible as possible. We will take care to make sure that the venues, equipment and language we use, the way in which we do research, the environment, the services we provide, the printed matter we produce, training programmes, our behaviour, our advice and information giving are all dealt with in a non-judgmental and non-discriminatory way.

We will monitor the contacts made with our organisation.

We will arrange for our printed material to be available in accessible formats.

All directors and associate consultants have a legal and moral obligation not to discriminate and will be expected to recognise and challenge discrimination when it occurs. This should be done in a positive way.

### Monitoring and Review

The effectiveness of the equal opportunities policy will be monitored as part of the company Quality Management System and the policy will be reviewed at regular intervals.

Overall responsibility for implementation of this policy lies with the Executive Directors.