



enabling positive actions through sustainable resource use

EQUALITY POLICY

CWA is committed to eliminating discrimination and encouraging diversity amongst our workforce and to ensuring that our services are accessible to all. Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give of their best.

The purpose of this policy is to provide equality and fairness for all in our employment and not to discriminate on grounds of:

- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race – this includes ethnic or national origins, colour and nationality
- religion or belief
- sex
- sexual orientation.

We oppose all forms of unlawful and unfair discrimination.

All employees and volunteers, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees 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.

Our commitment:

- To create an environment in which individual differences and the contributions of all our staff and people we work with are recognised and valued.
- Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all staff.

- We will review all our employment practices and procedures to ensure fairness.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- The policy will be monitored and reviewed annually.

Objectives

- Ensure that recruitment opportunities are open to all and that economically and socially excluded groups are aware of these opportunities.
- Ensure that no individual is disadvantaged by the recruitment procedure.
- Provide assistance, where practicable, to enable a disadvantaged person to work or volunteer with us.
- Ensure that other company policies are compatible with this policy (eg Health and Safety and Environment policies).
- Reduce the barriers to working or volunteering for economically and socially excluded women by adopting a family friendly working environment.
- Support other organisations in adopting similarly non exclusive Equality Policies.
- Ensure that, where possible, organisations that work with CWA are open to disadvantaged, economically and socially excluded groups.
- Ensure that our services are accessible to all, and work to promote inclusion and diversity.
- Ensure that this policy applies to every aspect of employment, from recruitment through pay, access to facilities and employment benefits, discipline and grievance procedures and so on up to the end of the contractual relationship and beyond.

Signed:
Guy Doncaster
CWA Coordinator

Date