

BEDMINSTER TMO



Equal Opportunities Policy

Our Equal Opportunities Policy Statement:

As an open and democratic organisation, Bedminster TMO is committed to putting tenants and leaseholders needs uppermost.

We strive towards equality in all aspects of Equal Opportunities in practice, and aim to have the highest regard for the equal treatment of all tenants and leaseholders of our estates.

We will not discriminate against any individual because of their race or ethnicity, sex, age, ethnicity, marital status or civil partnership, pregnancy or maternity, gender reassignment, sexual orientation, disability and or religious beliefs.

We expect the full co-operation of our entire organisation in meeting our commitment to Equal Opportunities.

It is our role as a TMO to ensure that our commitment to Equal Opportunities is regularly monitored - any complaints/grievances will be thoroughly investigated.

We recognise the importance of diversity within our organisation, and actively promoting Equal Opportunities is fundamental to this.

We also have a designated Equal Opportunities Officer on our Board to offer specialist opinion on relevant issues.

Our Equal Opportunities Policy:

This Policy outlines our Equal Opportunities considerations and Action Plan.

Equal Opportunities are about:

- ensuring that our TMO fully represents our estates
- attracting and keeping willing and capable people to our TMO
- improving the organisational morale and productivity of our TMO

- avoiding under-using and under-valuing the people that make up our TMO
- Developing TMO innovation and good practice.

Legal considerations:

It is unlawful to discriminate against people because of their sexual orientation, marital status, gender, race, colour, nationality, ethnic origin, religion, age, mental/physical disability, because of pregnancy, childbirth or maternity leave, membership/non-membership of a trade union, or because they are part-time workers or on a fixed term contract.

We have studied the Equality Act 2010 which has replaced previous equalities legislation.

Definitions of Discrimination:

We understand the different definitions of discrimination:

Direct Discrimination is when you treat someone less favourably than others for unlawful means e.g. not employing someone because of their gender / disability.

Indirect Discrimination is when an organisation has a policy, practice or procedure that applies to everyone but might disadvantage a particular group.

Discrimination arising from disability (s.15 of the Equality act 2010) is when a person treats a disabled person unfavourable “because of something arising in consequence of B’s disability” and cannot show that the treatment is a proportionate means of achieving a legitimate aim.

Harassment is unwanted conduct that violates a person’s dignity or creates an intimidating, hostile, degrading, humiliating or offensive working environment.

Victimisation is when you treat someone less favourably or discriminate against them because they have pursued or intend to pursue their rights.

Our Statement of Intent:

Bedminster TMO wholeheartedly believes in Equal Opportunities. We aim to encourage and value diversity and alongside the moral and social reasons for promoting equality and diversity, it is in the best interests of our TMO to attract and retain the best people.

We recognise that many people in our society experience discrimination - be it direct or indirect (i.e. where there is a requirement or condition on all, but which has an adverse impact on a particular group). All forms of discrimination are unacceptable, regardless of whether there was any intention or not.

We aim to create a culture that respects and values each others' differences, that promotes dignity, equality and diversity, and that encourages individuals to develop and maximise their potential. We aim to remove such barriers, bias or discrimination and to develop a culture that positively values diversity.

We are committed to achieving and maintaining an organisation that reflects our community. Every possible step will be taken to ensure that everyone is treated fairly within our organisation. Our aim is that our staff team will be representative of all sections of society. Selection for employment or promotion or any other benefit will be on the basis of merit and ability only. Intimidation, harassment and bullying will not be tolerated and will lead to disciplinary action.

We will challenge discrimination and ensure equality and fairness at all times for our employees whether part-time, full-time, fixed term or temporary, volunteers and Committee Members.

Implementation:

Our TMO Manager will be responsible for the day-to-day implementation of this Policy. Consultation will take place annually within our organisation on the implementation and development of this policy, and we have drawn up an Action Plan regarding how we will deliver this policy. Our Committee will monitor effectiveness, and review and develop the policy where necessary. Monitoring and review will take place annually. Our Equal Opportunities Officer will be involved at every level where possible.

Each employee, volunteer, consultant, trainer, facilitator, Committee Member or other stakeholder is responsible for their own compliance with this policy. Breaches of this Policy will be regarded as misconduct and will lead to disciplinary action, termination of contracts for services, or withdrawal of volunteer agreements.

Individuals who feel they have been discriminated against should raise the matter with our TMO Manager or Equal Opportunities Officer, at the discretion of the individual. If

the individual is dissatisfied with the outcome, the complaint is very serious, or our TMO Manager is the cause of the complaint, the matter should be raised at Committee level.

Bedminster TMO will ensure that all new employees, volunteers, and Committee Members receive induction on this policy and action plan and that consultants, trainers and facilitators are fully informed.

Training and guidance will be provided, and resources will be made available to fulfil the aims of this policy. The policy will be widely promoted, and copies will be freely available and displayed in our TMO office.

This Policy also needs to be viewed in conjunction with our (separate) Complaints Policy.

Action Plan:

Whilst Bedminster TMO is not yet an employing organisation, we set out below the actions we will monitor.

	Notes:	Action required:
<p>Policy and planning</p> <ul style="list-style-type: none"> • Does Bedminster TMO have an Equal Opportunities policy? • Does the policy cover all areas of possible unfair discrimination, under legislation and good practice? 	<p>Yes</p> <p>Yes</p>	<p>Monitor on a regular bases.</p> <p>Monitor over time.</p>
<p>Recruitment and Selection</p> <ul style="list-style-type: none"> • Is there an agreed recruitment and selection process? • Are job applications encouraged from a diverse range of applicants? 	<p>Not yet in place.</p> <p>Not yet an employing organisation.</p>	<p>To be developed.</p> <p>N/A.</p>
<p>Retaining and Developing Staff</p>		

<ul style="list-style-type: none"> • Are development opportunities planned around the individual and Their work priorities? • Does all training including induction take account of equality and diversity issues, and that all Committee Members and staff know their rights and responsibilities? 	<p>Not yet an employing organisation.</p> <p>Yes</p>	<p>N/A.</p> <p>Monitor over time.</p>
<p>Retirement</p> <ul style="list-style-type: none"> • Does the organisation have a normal retirement age below the default retirement age of 65, and if so can it be justified? 	<p>Not yet an employing organisation.</p>	<p>N/A.</p>
<p>Committee Members, volunteers, consultants and trainers</p> <ul style="list-style-type: none"> • Are all members, volunteers, consultants and trainers informed about this Policy? • Does the Committee reflect the diversity of the local community? 	<p>Yes</p> <p>Broadly</p>	<p>Monitor over time.</p> <p>Monitor over time.</p>

Our Action Plan will be reviewed by the Board on an annual basis.
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