

EQUAL OPPORTUNITIES STATEMENT

1. STATEMENT OF EQUAL OPPORTUNITIES

- 1.1 Terra recognises that we live in a society where discrimination operates to the disadvantage of individuals and groups in society.
- 1.2 Terra believes that all people should have equal rights of recognition of their human dignity, and have equal opportunities to: be educated, to work, to receive services and to participate in society.
- 1.3 Terra is committed to the promotion of equal opportunities within the Company, and affiliated organisations, through the management of the organisation and the services to the client group. In order to express this commitment, we promote policies in line with the principles of fairness and equality.
- 1.4 No person should suffer or experience less favourable treatment, discrimination or lack of opportunity on the grounds of:

Gender	Age
Colour Race	Marital status
Nationality	Parental status
Ethnic Origin	Responsibility for dependents
Religious philosophical beliefs	physical attributes
Health status	

- 1.5 This policy will affect every activity carried out by Terra.

1.5.1 Application

Areas of application include:

Seeking or using our services.	Informing people of the policy
Applying for a job	Monitoring the delivery of the policy
Supporting clients	

1.5.2 Conduct and general standards of behaviour

All colleagues and volunteers are expected to conduct themselves in a professional and considerate manner at all times. Terra will not tolerate behaviour such as:

making threats	swearing
physical violence	persistent rudeness
shouting	

isolating, ignoring or refusing to work with certain people

telling offensive jokes or name calling

displaying offensive material such as pornography or sexist / racist images, or the distribution of such material via email / text message or other formats

any other form of harassment or victimisation.

1.5.3 The items on the list of unacceptable behaviours are considered likely disciplinary offences and may lead to disciplinary action. Terra prefers to encourage staff to resolve misunderstandings and problems informally wherever possible.

1.5.4 It is important for people who may have caused offence to understand that it is no defence to say that they did not intend to do so, or to blame individuals for being over sensitive.

1.5.5 The impact of the behaviour, rather than the intent matters, and may shape the solution found both to the immediate problem and to prevent future problems.

1.6 Complaints of discrimination

1.6.1 Terra treats seriously all complaints of discrimination on any forbidden grounds, whoever makes them. Complaints will be investigated in accordance with the organisation's procedures, as appropriate. The complainant will be informed of the outcome within a reasonable timescale.

1.6.2 We also monitor the number and outcomes of complaints of discrimination made by colleagues, volunteers or clients.

1.7 Legal Obligations

1.7.1 Equal Opportunities and Discrimination (Equality Act 2010)

1.7.2 The Equality Act, effective since October 2010 replaced previous equality legislation in England, Scotland and Wales including the Race Relations Act 1976, the Disability Discrimination Act 1995, the Sex Discrimination Act, the Equal Pay Act, the Employment Equality (Age) Regulations 2006, The Civil Partnership Act 2004, the Employment Equality Regulations 2003 (religions, belief and sexual orientation).

1.7.3 The Equality Act 2010 protected characteristics are:

Age	pregnancy and maternity
disability	race
gender reassignment	religion or belief
marriage and civil partnership	gender and sexual orientation

1.7.4 The Equality Act 2010 harmonises and strengthens and replaces most previous equality legislation. The following legislation remains relevant:

The Human Rights Act 1998.



The Work and Families Act 2006.

Employment Equal Treatment Framework Directive 2000 (as amended).