

SUMMERHOUSE

'Supporting Brighter Futures'

Equal Opportunity Policy

SUMMERHOUSE operates within the principles and provisions of equal opportunities as set out by the following:-

- British Association of Counselling and Psychotherapy (BACP) Code of ethics
- The Children Act 2004
- Disability Discrimination Act 1995
- Disabled Persons (Employment) Acts 1944 and 1958
- The Equality Act 2010
- Equal Pay Act 1970 and E.P. (Amendment) Regulations 1983
- Human Rights Act 1999
- Race Relations Act 1976 and R.R. (Amendment) Act 2003
- The Equality Act 2010
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1975
- Special Educational Needs & Disability Act 2001
- And all codes of practice made there under.

SUMMERHOUSE makes a commitment not to discriminate directly or indirectly by treating every person with whom it has contact in a fair, equal and inclusive manner, regardless of gender, ethnic origin, ability, belief, sexual orientation, political affiliation, or any other perceived social, cultural or religious grouping. Additionally, we promote the opportunity for any person to assert and express their rights under the relevant legislation.

SUMMERHOUSE acknowledges that the above principles and provisions are not fully comprehensive in preventing all instances of discrimination that may happen locally or nationally.

Consequently:-

SUMMERHOUSE and its employees* have an obligation to challenge or report any situation that occurs that would compromise a persons' equality, inclusion or fair treatment.

** 'Employees' include paid and unpaid workers.*

Recruitment and Employment

SUMMERHOUSE is an equal opportunity employer. No job applicant, employee or volunteer will receive less favourable treatment on the grounds of their gender, ethnic origin, ability, belief, sexual orientation, political affiliation, or any other perceived social, cultural or religious grouping. SUMMERHOUSE aims to provide conditions and requirements that prevent any individual or group experiencing disadvantage.

Selection criteria will be matched against an objective skills and abilities matrix. Recruitment and employment procedures will be evaluated and reviewed regularly to ensure that all individuals are selected, promoted and treated on the basis of their relevant skills and abilities. SUMMERHOUSE will provide a positive working environment for all of its staff, with practical conditions and terms that promote the intentions of the Equal Opportunities Policy.

SUMMERHOUSE is committed to staff development and will give all employees and volunteers equal opportunities for any possible training or development.

SUMMERHOUSE company culture has a commitment to regard volunteers as of equal value to its paid employees.

Holistic . Informative . Insightful . Helpful . Empathic . Bright . Supportive . Professional . Safe . Practical . Real

Service Delivery

All services that SUMMERHOUSE delivers will be accessible to all through effective procedures that will invite individuals from all backgrounds.

SUMMERHOUSE will campaign and lobby for change where the children and young people that access its service are being discriminated against, directly or indirectly.

Responsibilities

The Owner of SUMMERHOUSE has overall responsibility for the implementation of the policy and ensuring that:-

- The policy is consistently applied and that all company and project coordinators hold responsibility for the implementation of the policy in his or her department.
- All employees and volunteers are fully aware of their personal responsibility for the practical application of the policy. All those with responsibility for staff understand they may be held individually accountable for ensuring that no form of discrimination occurs in recruitment, selection, promotion, training of employees and volunteers and the services they deliver.
- Equal Opportunities Policy guidance and training is provided to all employees and volunteers.
- Reviews of the implementation of the Equal Opportunities Policy will take place on an annual basis or more frequently if necessary and will involve Volunteers, Directors and staff.
- Where discrimination is identified, positive action will be taken to overcome this.

Created - 2 June 2021
Review Due – June 2022.