



Equal Opportunities

Taraki Wellbeing Ltd
JANUARY 2024

Our Commitment

Taraki is committed to providing equal opportunities in employment and ensuring a work environment that is free from harassment and discrimination. We believe in treating all individuals with dignity and respect.

This policy is designed to support our commitment to equal opportunities and assist in implementing fair practices within our organisation. We also have a separate anti-harassment and bullying policy that addresses these issues specifically.

The Law

It is unlawful to discriminate, both directly and indirectly, in recruitment or employment based on protected characteristics as defined by the Equality Act 2010. These protected characteristics include age, disability, sex, gender reassignment, marriage and civil partnership, pregnancy, maternity, race (including colour, nationality, and ethnic or national origins), sexual orientation, religion, or belief.

Unlawful discrimination may also extend to actions after employment, such as refusing to provide a reference based on a protected characteristic. Furthermore, it is prohibited to discriminate against or harass individuals in the provision of services or goods, and reasonable adjustments must be made to accommodate individuals with protected characteristics.

Types of Unlawful Discrimination

Direct discrimination: Treating someone less favourably than another person due to a protected characteristic. However, direct discrimination may be lawful if an occupational requirement is core to a job role and achieving a legitimate aim in a proportionate manner.

Indirect discrimination: Implementing a rule, policy, or way of doing things that disproportionately affects individuals with protected characteristics, without objective justification.

Harassment: Unwanted behaviour related to a protected characteristic (excluding marriage and civil partnership, and pregnancy and maternity) that violates someone's dignity or creates a hostile, degrading, humiliating, or offensive environment. The intention behind the conduct is irrelevant in determining harassment.

Associative discrimination: Discriminating against individuals who do not possess a protected characteristic but are treated unfairly due to their association with someone who does have a protected characteristic (e.g., the parent of a disabled child).

Perceptive discrimination: Discriminating against individuals based on a perception that they possess a protected characteristic, even if they do not actually possess it.

Third-party harassment: Occurs when employees are harassed by third parties, such as service users, based on protected characteristics.

Victimisation: Treating individuals unfavourably because they have taken action related to the Equality Act 2010, such as supporting a complaint or raising a grievance. However, an employee is not protected from victimisation if they acted maliciously or made or supported an untrue complaint.

Failure to make reasonable adjustments: Neglecting to make adjustments that would alleviate the disadvantage faced by individuals with protected characteristics, such as providing accommodations for disabilities or respecting religious beliefs.

Reasonable Adjustments

A "reasonable adjustment" refers to a change aimed at removing or reducing the impact of a disability for an employee to carry out their job or for a job applicant during the application process. Reasonableness is determined based on various factors, including effectiveness, practicality, cost, available resources, size of the organisation, and the availability of financial support.

The objective is to minimise substantial disadvantages faced by disabled individuals compared to non-disabled individuals. Reasonable adjustments may involve modifications to the workplace, procedures, or the provision of additional support or equipment.

Recruitment

Our recruitment practices are designed to attract applicants based on their knowledge, skills, and experience, irrespective of their background. We recognise that a diverse staff team enhances our understanding of the needs of a broader range of stakeholders. To promote equality, we may undertake positive action measures to improve diversity among our volunteers and staff. Additionally, we anonymise applications before shortlisting, and we inquire about necessary adjustments to ensure equal participation in the selection process. These practices demonstrate our commitment to equality in recruitment.

Equal Opportunities in Employment

We are dedicated to avoiding unlawful discrimination at every stage of employment, including recruitment, promotion, training opportunities, pay, benefits, discipline, and selection for redundancy. Our person specifications are free from unnecessary requirements unrelated to effective performance that might discourage applicants. Decisions are made based on objective criteria, and reasonable adjustments are made both in recruitment and day-to-day employment to accommodate individuals with protected characteristics.

Service Users, Suppliers, Others

We will not unlawfully discriminate against service users who seek or use our services. If any staff members experience bullying or harassment from service users, suppliers, contractors, visitors, or others, or witness such behaviour, they are encouraged to report it to their manager, who will take appropriate action.

Training

We will provide information and guidance to individuals involved in recruitment or decision-making processes where equal opportunities issues may arise. This training is aimed at helping them understand their responsibilities and avoid the risk of discrimination.

Our Responsibilities

All staff members have a responsibility to support the organisation in fulfilling its commitment to equal opportunities and avoiding unlawful discrimination. If you experience discomfort or disagreement with any work-related situation, we encourage you to bring it to the attention of a manager or someone in authority. Others may be unaware of the impact of their actions, have not fully understood our policy, or our practices may require updating.

If you believe you have experienced discrimination, report it to your line manager or the Director using the grievance procedure. In cases involving bullying or harassment, refer to the dignity at work policy, which modifies the grievance procedure. We take all complaints seriously, and no one will face penalties for raising a grievance, even if it is not upheld, unless the complaint is both false and made in bad faith. If you witness what you believe to be discrimination, report it to your line manager or the Director as soon as possible.

Employees can be held personally liable, in addition to or instead of the organisation, for acts of unlawful discrimination. Serious acts of harassment may even lead to criminal charges. Discrimination, harassment, bullying, or victimisation against employees or customers are disciplinary offences and will be addressed according to our disciplinary procedure. Such misconduct may be considered gross misconduct and could result in dismissal without notice.

Method of Implementation

We intend to implement this policy by:

- Ensuring that it is a condition of paid employment;
- Ensuring that directors, Management committee, volunteers and users are made aware, understand, agree with, and are willing to implement, this policy. All staff and volunteers will be given a copy of this policy as part of their induction;
- Actively encouraging directors, staff, management committee and volunteers to participate in anti-discriminatory training, and making time and resources available for such training;
- Monitoring the services, publicity, and events, to ensure that they are accessible to all sections of the population and do not discriminate, and taking active steps to ensure that participation is representative.

Monitoring and Review

We will periodically, every 24 months, monitor the effectiveness of this policy and update it in accordance with changes in the law. With the next review in June 2025. We will report to the Board of Directors on any actions or activities undertaken to improve equality of opportunity. Any information collected from job applicants and employees for monitoring purposes will be used solely for those purposes and handled in accordance with data protection legislation.

Change Log

Date of Change: 1/6/2023

Changed By: Shuranjeet S Takhar

Comments: Drafted and Approved by Directors