



## **Al Madad Foundation Equal Opportunities Policy**

### **Equal Opportunities Statement – children**

Our Equal Opportunities Statement with regards to the children we serve is based upon the United Nations Convention on the Rights of the Child:

We shall respect and ensure, to the extent that is within our power, the rights set forth in the United Nations Convention on the Rights of the Child to each child we serve without discrimination of any kind, irrespective of the child's or his or her parent's or legal guardian's race, colour, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status.

We shall endeavour to ensure that the children we serve are treated with equal concern and, in doing so, will meet with their specific needs with regard to their religious persuasion, racial origin, cultural and linguistic background, as well and gender and disability.

### **Equal Opportunities Statement - employees and adult service users**

The aim of this statement is to ensure fair and equal treatment and opportunity for all users of Al Madad Foundation (AMF) services and AMF employees.

#### **DUTIES OF AMF**

1. AMF will work towards equality of opportunity for all and will devote its energies and resources to the achievement of this aim.
2. AMF will make every reasonable effort, while acting in accordance with local legislation, to promote equality of access and opportunity for employees and service users regardless of age, colour, disability, ethnic origin, gender, HIV status, immigration status, marital status, social or economic status, nationality or national origins, race, religious beliefs, responsibility for dependants, sexuality, trade union membership or unrelated criminal conviction.



3. AMF will act to ensure equal access to jobs at all levels and to develop all employees to a level that is commensurate with their responsibilities.

4. AMF will strive to maintain a workplace free from racism, sexism and all forms of discrimination.

### **WHY HAVE A STATEMENT?**

1. AMF has a legal duty to provide all services and employment opportunities fairly and without discrimination.

2. This duty is particularly pertinent to those areas where discrimination occurs more often, specifically on grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation, as well as to legislation regarding human rights, rehabilitation of offenders and equal pay.

3. The adverse effects of being excluded from opportunities through discrimination and harassment can be severe. AMF acknowledges that this not only disadvantages those who experience discrimination and harassment but also deprives our communities of the full contribution of talents and energies of their citizens.

### **THE STATEMENT IN MORE DETAIL**

AMF recognises that discrimination takes specific forms and has particular effects. As such, we are committed to taking action to combat direct, indirect and institutional discrimination, and to afford those with disabilities equality of opportunity.

#### **1. Age**

Discrimination against people because they are "old" or "young" denies individuals full involvement in decisions that impact their lives and the independence and responsibility that is their right. AMF will take action to combat this discrimination and to promote equality for all employees and prospective employees, irrespective of their age.

#### **2. Disability**



As with the Disability Discrimination Act 1995 (DDA), to be protected from disability discrimination under the Equality Act 2010, an individual has to have a physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.

AMF commits to act in accordance with all relevant legislation.

### **3. Gender Reassignment**

AMF is opposed to discrimination against employees who are proposing to undergo, are in the process of undergoing or have undergone gender reassignment. It is equally opposed to unfair and unequal treatment of transsexual members of our communities.

### **4. Marriage and Civil Partnership**

AMF will protect employees who are married or in a civil partnership against discrimination in accordance with applicable legislation.

### **5. Pregnancy and Maternity**

AMF protects employees against discrimination on the grounds of pregnancy and maternity during the period of their pregnancy and maternity leave. It also maintains policies to support women when they return to work.

### **6. Race**

Racism is a powerful and destructive force in our society.

AMF values the diverse communities and cultures of the world and views them as a positive force for the good of all. We are committed to promoting understanding and co-operation between our various communities and to the combating of racial discrimination in all its forms. AMF is opposed to discrimination against all minority ethnic communities.

### **7. Religion or Belief**

AMF is committed to eliminating discrimination and exclusion on the basis of religion or belief.



## **8. Sex**

AMF is committed to promoting equal opportunities for men and women and will take action to prevent or remove direct and indirect discrimination in the services we provide and in our employment policies. We maintain employment policies and procedures which protect the principle of fair and equal treatment for all employees in the workplace.

## **9. Sexual Orientation**

AMF is committed to creating a positive working environment where lesbian, gay and bisexual employees are treated fairly.

## **10. Trade Union Membership and Activity**

AMF respects the right of all its employees to become union members.

## **11. Equality Act 2010**

AMF complies with the Equality Act 2010.