



## **SECTION 10**

### **Equal Opportunities Statement & Policy**

#### **Statement of Values**

Phab recognises that certain groups in society suffer discrimination and are denied equality of opportunity. Phab is committed to opposing all forms of discrimination within the organisation.

Phab is committed to the active promotion of equal opportunity in the work it undertakes, the provision of all its services and its employment practices.

#### **Statement of Intent**

Phab recognises that a passive policy will not in itself provide equality of opportunity and acknowledges that specific and positive programmes are in some circumstances needed.

As part of a planned strategy, Phab will undertake the following measures to alleviate direct and indirect discrimination in the work it undertakes, service it provides and its employment practices.

To keep under review the structure of the organisation and its decision making processes at all levels and introduce special measures to develop ways of combating discrimination within its own practices which directly or indirectly affect minority groups.

To promote a greater awareness within the organisation of the needs of those who might be experiencing discrimination and develop strategies to ensure that in its practices and procedures Phab is doing everything it can do meet those needs.

To work to ensure that the services Phab provides; the development work it undertakes; the information it provides and the employment practices it adopts are in line with this statement and appropriate, relevant and accessible to individuals or groups who might experience discrimination.

To keep under review its employment practices and procedures to identify potential areas of discrimination and to analyse and act on the information produced by such monitoring to bring about change.

To establish a mechanism for monitoring all of its activities in order to identify any inequalities in content or participation and to determine the steps needed to rectify them.

## **Race Relations Policy Statement**

Phab takes seriously our duty under Section 71 of the Race Relations Act 1976 to make arrangements with a view to seeing that their various functions are carried out with due regard to the need

- a) To eliminate unlawful racial discrimination and,
- b) To promote equality of opportunity and good relations between persons of different racial groups.

Harnessing this to a general concern in respect of racism and equal opportunities, Phab has adopted the following broad aims, which it will seek to achieve by the appropriate deployment of resources available to it:

- a) To act to eliminate racism within Phab, to prevent discrimination in the provision of services and to move as quickly as possible towards the achievement of equal opportunities within Phab.
- b) To promote and encourage equality of opportunity in the employment in Phab and the community as a whole.
- c) To foster understanding and harmony between all races, cultures and creeds in the community.
- d) Where appropriate, to develop services to meet the special and specific needs of individuals and groups within ethnic minority communities.
- e) To help minority groups establish their own identities and organisations within the community at large.

## **Responsibility for Implementation**

Application of Phab's equal opportunity policies will be the responsibility of every member of the Phab Board. Corporate, overall strategic and administrative responsibility will lie with the Chief Officer and his/her deputy who will be jointly responsible for the general application of the policies throughout the organisation.

Phab Limited will endeavour to make adequate financial resources available to fulfil the necessary training and other requirements in order to implement its policies effectively.

## **Method of Implementation**

Phab intends to implement these policies by:

- Ensuring that all trustees, staff and volunteers are aware of, understand, agree with and are willing to implement the policy.
- Actively encouraging trustees, staff and volunteers to participate in equal opportunities training and making time and resources available for such training.
- Ensuring that the implementation of the policy is a condition of employment for all paid staff within the organisation.

## **Monitoring and Reviewing**

All services and publicity provided by Phab will be monitored to ensure they are accessible to all sections of society and are not discriminatory.

Phab has declared its commitment to establishing, developing, implementing and reviewing policies of equality of opportunity. The Personnel Working Party will review the policies annually.

**All affiliated sections of Phab should endeavour to adopt Phab's Equal Opportunities and Race Relations Policy Statements.**