

WACC POLICY

EQUAL OPPORTUNITIES

Approved by the Board of Directors

September 2021

Policy statement

1. WACC defines discrimination as the different treatment of any individual or group without justification, which includes differentiation on the grounds of race, colour, national or ethnic origin, gender, sexual orientation, marital status, disability, health, membership or non-membership of a trade union, social class, age, or political or religious belief.
2. WACC is strongly opposed to discrimination, and will not knowingly support any activity which is discriminatory or any organisation which practices discrimination.
3. WACC supports programmes and activities designed to combat discrimination or to address the results of discrimination.

Employment

4. WACC is an equal opportunities employer and undertakes to apply objective criteria to assess merit. It ensures that no job applicant or employee is discriminated against* when seeking employment or when being considered for promotion.
5. Selection criteria and procedures will be monitored to ensure that individuals are selected, promoted and treated on the basis of their relevant merits and abilities.
6. Discrimination, including bullying, harassment, abuse or intimidation, in the workplace by staff and volunteers will not be tolerated.
7. Unwanted or unwelcome sexual advances or promises or threats related to sexual activities, including both physical action and verbal or written comment of a sexual nature, will be considered a serious offence.

Disability

8. WACC will not discriminate against either job applicants or employees because they have a disability.
9. Applicants for employment, and employees applying for promotion or training, who have a disability will not be considered less favourably than those without disabilities, except where their disability would prevent them from carrying out a significant portion of the job responsibilities and alternative arrangements cannot be made.
10. Consideration will be given to making reasonable adjustments, where practicable, to the workplace and methods of working to accommodate people with disabilities, including both job applicants and applicants for promotion.

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11. Appointments of people with disabilities will be made on the same terms and conditions as other comparable employees without disabilities.

Project Administration

12. Projects being considered for support will be evaluated on their merits, without any discrimination with respect to the beneficiary group.
13. Projects proposed by any group that is known to practice discrimination will not be supported.
14. Where a project holder is found to practice discrimination, WACC may, after investigation, withdraw support for any project.

General

15. Responsibility for ensuring the effectiveness of the Equal Opportunities Policy lies with the General Secretary.
16. It is the responsibility of all supervisors and staff actively to promote equality of opportunity within their own spheres of responsibility and activity.
17. Grievances relating to the Equal Opportunities Policy will normally be handled through WACC's Grievance Procedure; however, any employee who has such a grievance which is of a serious personal nature, relates to sexual or other harassment, or involves his or her supervisor is encouraged, where appropriate, to raise the matter directly with the General Secretary.
18. WACC will involve a senior member of staff of the same gender as the complainant when considering any serious grievances made under WACC's Equal Opportunities Policy.
19. WACC will take disciplinary action against any member of staff who is found to infringe its Equal Opportunities Policy, which may result in dismissal.

* In relation to employment practices, discrimination with respect to 'spent' criminal convictions is prohibited. The consideration of spent criminal convictions in determining suitability to undertake work with children or vulnerable adults is not viewed as discriminatory.