

On Call Africa

Equal Opportunities Policy

Introduction

The Board of On Call Africa are committed to a policy of equality and aim to ensure that no employee, job applicant, volunteer or beneficiary is treated less favourably on grounds of sex, race, colour, ethnic or national origin, marital status, age, sexual orientation, disability or religious belief.

Any behaviour, comments or attitudes that undermine or threaten an individual's self-esteem on these grounds will not be tolerated. We aim to provide equal access to our services and to ensure that everyone feels that they are a valued member of the charity's staff or volunteer body.

All trustees, staff and volunteers are responsible for promoting the equal opportunities policy and are obliged to respect and act in accordance with the policy.

Aims and objectives

The Board of On Call Africa, through its Equal Opportunities Policy, aims to:

- carry out its legal duty in complying with the relevant legislation (including The Equality Act 2010 and Employment Equality Regulations);
- ensure that equality remains high on the charity's strategic agenda;
- establish good people management practice and to set out a proactive agenda in which discrimination is recognised as an organisational issue which needs an organisational response;
- achieve a staffing composition that reflects the composition of the wider community;
- ensure all trustees, staff and volunteers work together with a shared sense of purpose to meet the needs of every beneficiary;
- ensure that equal treatment applies to all practices including recruitment, promotion, training and employment conditions
- ensure that complaints or evidence of failure to comply with the charity's equal opportunities policy will be dealt with promptly and fully investigated according to the relevant procedure, including disciplinary procedures. All forms of discrimination by

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any person within the charity's responsibility will be treated seriously as such behaviour is unacceptable.

Policy and planning

Equal opportunities implications, including race equality, will be considered and recorded whenever policies are developed or reviewed. All policies will be regularly reviewed to provide a comprehensive and consistent process of monitoring and evaluation.

Employment and Recruitment

Appointments: in all staff appointments the best candidate will be appointed based on strict professional criteria.

Transsexual employees and gender reassignment: The charity recognises that the Equality Act now expressly covers discrimination on grounds of gender reassignment.

Monitoring, review and evaluation

The Board will ensure that the Equal Opportunities Policy is reviewed on an bi-annual basis. Monitoring with respect to employment will be undertaken in the following areas on at least an annual basis by gender, ethnicity and disability:

- composition of the staff;
- recruitment trends;
- use of complaints procedure;
- use of grievance, disciplinary, harassment etc.
- use of sanctions.