

Pennine Camphill Community

Equal Opportunities and Anti Discriminatory Practice v2.0

Adopted by the Pennine Management Group 29/05/2007
Adopted by the Pennine Trustees 31/05/07

Pennine Camphill Community Policy

Pennine recognises that discrimination and disadvantage exist in society and some individuals and groups suffer multiple and simultaneous discrimination.

Pennine is founded on the principle of building an inclusive life-sharing community in which vulnerable adults can live, learn and work with others in positive social relationships based on mutual care, support and respect.

Pennine places respect for the dignity and human rights of the other person at the heart of the life-sharing community.

Pennine will work towards integrating equal opportunities into all policy development and procedures.

Pennine promotes equal opportunities and actively encourages diversity by recruiting and welcoming people from all backgrounds to live and work together in an inclusive life-sharing community.

It is the policy of Pennine to

- abide by all legal requirements concerning equal opportunities and human rights
- treat everyone fairly, courteously and reasonably
- work towards making all our buildings and services accessible to everyone
- ensure applicants to the community are selected on merit regardless of their age, marital, family or personal circumstances, race, nationality, ethnicity or citizenship, gender, gender orientation, gender identity, disability, language, religion or belief, unrelated criminal or civil conviction, social class. The provisions of the Sex Discrimination Acts 1975 and 1986 as well as other recent equal opportunities legislation do, however, permit legitimate discrimination in specific circumstances where genuine occupational requirements (GOR) exist.
- ensure no-one living or working in the community is treated disrespectfully or less favourably than others on any of the grounds described in the immediately preceding paragraph

- not put in place any living or working arrangements which advantage one person or group of people over another due to factors unrelated to merit
- train our residents, co-workers and employed staff and raise their awareness and understanding of the principles and values which underpin the promotion of equal opportunities and anti-discriminatory practice
- encourage everyone living and working in the Pennine community to actively promote equal opportunities and anti-discriminatory practice in everything we do
- challenge all unlawful or unjustifiable discrimination within the Pennine community
- challenge all unlawful or unjustified discrimination demonstrated to us by any external agency, individual or organisation with whom Pennine has contact
- ensure anyone providing a service in conjunction with us or, on our behalf, is aware of our equal opportunities and anti-discriminatory policies
- refrain from supporting any organisation that actively promotes or practices unlawful or unjustifiable discrimination
- ensure the Pennine grievance procedure and whistle blowing procedure are easy to use and accessible to everyone
- take appropriate and effective action on all complaints about discriminatory treatment or harassment and to ensure that complainants are not victimised

The Law

Pennine, or any individual working for it, can be subject to criminal proceedings regarding unlawful treatment of others i.e. it is unlawful to directly or indirectly discriminate, to harass or victimise on the grounds of disability, gender, marital status, race, belief or sexual orientation; to induce others to discriminate and victimise or harass individuals who complain about discrimination.

The principal legislation concerning discrimination are:

- The Race Relations Act 1976
- The Race Relations (Amendment) Act 2000
- Sex Discrimination Acts 1975 and 1986
- Disability Discrimination Act 2005
- Human Rights Act 1998
- The Public Interest Disclosure Act 1998
- Employment Equality Regulations 2003

- o Gender Recognition Act 2004
- o Work and Families Act 2006

Definitions

Direct discrimination

Treating someone less favourably on grounds of any of the above mentioned characteristics.

Indirect discrimination

An organisation has selection criteria, employment rules or any other practices which have the effect of disadvantaging individuals of a particular race, sex, belief, age etc. Indirect discrimination is unlawful whether it is intentional or not.

Harassment

Harassment is unwanted conduct that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment for them. Harassment may be intentional bullying which is obvious or violent, but it can also be unintentional, subtle and insidious. It may involve nicknames, teasing or other behaviour which is not with malicious intent but which is upsetting. Organisations are responsible for the actions of their staff.

Victimisation

Treating someone detrimentally because they have made a complaint or allegation, or have given evidence against someone else in relation to a complaint. Such individuals are often labelled 'troublemakers'.

Implementation and monitoring of this Policy

Overall responsibility for the implementation and monitoring of this policy rests with the Pennine Council (Trustees). Implementation and training is coordinated by the Principal working with other members of the Co-ordinators Group.

The procedure will be reviewed and updated where necessary on an annual basis.

Training is provided on an annual basis as part of the programme of Induction for new co-workers or staff and as part of a development day for existing co-workers and staff. For students there is specific consideration of the policy and how it affects them as part of the formalised lesson structure. All trainings will be recorded by the Co-ordinators Group in their minutes.

A shorter statement giving all the important points of the policy will be displayed in work areas and communal spaces. This will be reviewed at the

same time as the main policy. Each Team leader, Teacher or House Guardian is responsible for ensuring that the policy is implemented and understood by everyone in their area of responsibility. This will be checked during routine session observations.