

Equal Opportunities Statement 2024



07/05/24

Muirhead Outreach Project
Authored by: Janine Norris



Introduction

The Muirhead Outreach Project works with young people and their families to keep them together through challenging times. We aim to minimise the impact trauma has on families and break the cycle for them. We give them a foundation on which they can build, either on their own or with the help of specialist support. We help families rebuild and repair relationships and give them tools to create sustainable, life-long change. Our mission is to [keep families together through challenging times](#). Our vision is for **all families to overcome difficulties then go on to have healthy relationships and positive experiences**.

Equal opportunities statement

Muirhead Outreach Project is an equal opportunity employer.

The Organisation is committed to equality of opportunity and to providing a service and following practices which are free from unfair and unlawful discrimination.

The personal commitment of every employee to this policy and application of its principles are essential to eliminate discrimination and provide equality throughout the Organisation.

The Organisation is committed to being a successful, caring and welcoming place for all employees. We want to create a supportive and inclusive environment where our employees can reach their full potential, without prejudice and discrimination. We are committed to a culture where respect and understanding is fostered, and the diversity of people's backgrounds and circumstances will be positively valued.

Equality of opportunity, valuing diversity and compliance with the law is to the benefit of all individuals in our Organisation as it seeks to develop the skills and abilities of its people. While specific responsibility for eliminating discrimination and providing equality of opportunity lies with managers and supervisors, individuals at all levels have a responsibility to treat others with dignity and respect.

Through this policy and procedure and the training and development of managers and staff, the organisation will do all it can to promote good practice in this area in order to eliminate discrimination and harassment as far as is reasonably possible. The Organisation will also continue to work towards its dedicated goal of encouraging and promoting equality and diversity within the workforce.

Aim

The aim of this policy is to ensure that no applicant or member of staff receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation, or is disadvantaged by conditions or requirements which cannot be shown to be relevant to performance. It seeks also to ensure that no person is victimised or subjected to any form of bullying or harassment.

The policy aims to achieve equality by removing any potential discrimination in the way that our employees are treated by fellow employees or the Organisation, including:

- people with disabilities
- people of different sexual orientations
- transgendered and transsexual people
- people of different races
- people on the grounds of their sex
- those of faith and of no faith
- in relation to their age
- in relation to their social class or medical condition
- people who work part-time
- those who are married or in a civil partnership
- women who are pregnant, have recently given birth or are breastfeeding.

Discrimination can be either direct or indirect discrimination. Some of the above are protected characteristics under the Equality Act 2010 and discrimination is prohibited unless there is a legal exception under the Equality Act.

Direct discrimination

This is where someone is treated less favourably due to one (or more) protected characteristics. It can be intentional or unintentional discrimination. Occasionally the discrimination may occur due to a protected characteristic of another person, so the discrimination may be because of association. An example is an advert for a job that requires 'men only' or 'under 30s only'.

Indirect discrimination

This is where someone is disadvantaged by an apparently neutral provision, criterion or practice (PCP) that is applied 'across the board' or 'equally across a particular group'. The PCP may have the consequence (usually unintended) of causing a disadvantage, which then actually affects somebody. For example, a PCP relating to clothing or headwear could be applied 'equally' but may cause someone with a protected characteristic to be disadvantaged. The PCP could be justified if it is a proportionate means of achieving a legitimate aim.

Victimisation

This is not the same as the common meaning of victimisation but is specifically regarding treating someone less favourably because they have complained about or given information about discrimination or harassment, either regarding themselves or someone else.

Harassment

This is part of the Equality Act but is covered in more detail in the Harassment policy.

The Equality Act 2010 applies to how employees treat fellow employees, visitors, suppliers and former employees. The Act also applies to customers/clients.

Useful Contacts:

Shannon Wright – Service Manager: shannon.wright@muirhead-outreach.org.uk;
07765 991728

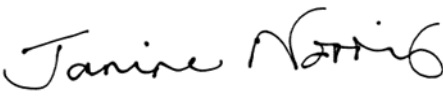
Kylie Christie – Chair of Trustees: KCK9@outlook.com; 07850 341129

Janine Norris – Charity Development Officer: Janine.norris@muirhead-outreach.org.uk;
07506685415


*The designated policy officer for Muirhead is **Shannon Wright.***

We are committed to reviewing our policy and good practice annually.

This statement was last reviewed on:7th May 2024.....(date)

Signed (Author): 

Signed (Service Manager): 

Signed (Chair of Trustees): 

Date:07/05/24

Other policies linked:

- *Recruitment & Selection Policy*
- *Diversity, Inclusion & Fairness*
- *Equal Opportunities*
- *Whistleblowing*
- *Duty of Candor*
- *Grievance*

