

Equalities Policy

Objectives

Generally the objective of the Equality Act (2006) is to eliminate discrimination against and to promote equality of opportunity of all participants and workers with Lovely Projects irrespective of their:

- Age (in relation to employment)
- Disability (defined as a long term condition adversely affecting the way in which someone can carry out normal day to day activities)
- Gender reassignment
- Marriage and Civil Partnership
- Pregnancy and maternity
- Race (includes ethnic or national origins, colour or nationality)
- Religion or belief (including political beliefs and trade union membership)
- Sex (including issues relating to pregnancy or maternity)
- Sexual Orientation

These are known as the nine protected characteristics, or 'nine strands'.

'Protected Characteristic'

This is a term found in the Equality Act (2006). A 'protected characteristic' is a characteristic related to one of the nine strands that may render an individual vulnerable to discrimination. A person having a 'protected characteristic' may be (for example) gay, disabled, a member of an ethnic minority or someone having learning disabilities.

Proactive Approach

We have a proactive approach to equality, so that an ethos of anti-discrimination and promotion of equality of opportunity is embedded in the culture and policies of Lovely Projects, promoting understanding across the equality strands.

Types of Discrimination

Discrimination can be 'direct' or 'indirect'. Direct discrimination is where an individual is disadvantaged by the specific action of another (possibly someone working within Lovely Projects). Indirect discrimination occurs where a policy or rule unintentionally or otherwise places an individual or specific group of individuals at a disadvantage compared to the norm. We agree that it is quite acceptable under the act to positively discriminate in favour of certain people, in order that they are able to access the same opportunities as their peers. An example of this could be where young people experiencing social disadvantage are invited to take part in a project.

Lovely Projects Policy

The Directors of Lovely Projects are committed to full compliance with the Equalities Act, specifically:



- Eliminating all discrimination against and harassment (verbal or physical) of, those working within Lovely Projects activities. This also applies to any volunteer or contractor legitimately working in association with Lovely Projects.
- Promoting equality of opportunity for all working in association with Lovely Projects. This would include the placing of contracts with external sources where the choice of supplier will be based solely on sound business reasons.
- Promoting good relations and positive attitudes towards all people, particularly those having protected characteristics
- Ensuring that equality duties are followed in recruitment of staff and that candidates are judged on ability and experience and not on a particular characteristic.

Our commitment covers equality on grounds of age, disability, gender (including trans gender), race, religion/belief and sexual orientation.