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Promoting Equality & Diversity



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Equality & Diversity

Background

Equality and Diversity is of utmost importance within any organisation or business. We at Poultec Training follow a strict equal opportunities policy. This booklet is here to help give you guidance on the main aspects of Equality and Diversity legislation within the workplace.

Equality at work is vital for any successful business. Fair treatment and good practice makes for a motivated and positive workforce and a sound business reputation.

Equality and Diversity legislation can be split into these 6 main areas:

- Disability
- Age
- Sexual orientation
- Religion or belief
- Gender or sex
- Race and ethnicity

The regulations make it unlawful on the grounds of any of the following to:

- Directly discriminate against someone or treat them less favourably than their peers.

- Indirectly discriminate against someone or to implement a procedure or process which puts people of a certain age, religious belief, race or sexual orientation at a disadvantage.
- Victimise someone because they have made or intend to make a complaint.
- Deny someone a promotion due to any of the 6 main areas.
- Refuse to give them training.
- Dismiss due to age, religion, non-belief, sexual orientation, race and ethnicity.
- Not recruit due to age, religion, non-belief, sexual orientation, race and ethnicity.

Age and the Workplace

From 1st October 2006, the Employment Equality (Age) regulations made it unlawful to discriminate against workers, employees, individuals looking for work and trainees because of their age.

For example it is very important to ensure when advertising a vacancy that the criteria does not discourage against certain age groups.

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Sexual Orientation and the workplace

From December 2003 the Employment (Sexual Orientation) Regulations were introduced. It has become unlawful to treat anyone less favourably due to their sexual orientation.

For example when interviewing, questions must be relevant to the position being filled. It is good practice to avoid questioning about personal situations, marital status, number of children and social life.

Race and Ethnicity in the workplace

In 1976 the Race Relations Act (1976) meant it was against the law to treat an individual less favorably than others due to race, colour, and nationality, ethnic or national origin. It is important to have policies in place that ensure fair treatment within training, recruitment and pay scales.

Gender /Sex and the workplace

In 1975 the Sex Discrimination Act meant that employers were not allowed to discriminate on grounds of sex, marriage or maternity. In 1999 this was updated to incorporate gender reassignment. All terms and conditions of employment are covered under this legislation.

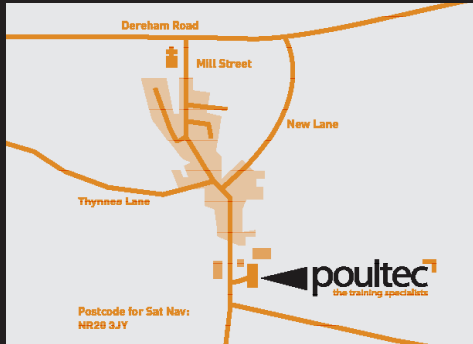
Disability and the workplace

The Disability Discrimination Act 1995 provides disabled people with protection from discrimination in a range of areas, including employment. Within this law businesses must “make reasonable adjustments” to ensure that selection and employment of people with disabilities is fair.

Religion, belief and non-belief in the workplace

As of December 2003, Employment Equality (Religion or Belief) Regulations were enforced. It was deemed unlawful to discriminate against workers or potential employees because of religion, belief or non-belief.

HOW TO FIND US



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