



SEN-ACTIVE COMMUNITY GLOW CIC

Equal Opportunities Policy

Reviewed: May 2026

Responsible Person: Gavin Wood

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Policy Statement

Sen-Active Community Glow CIC is committed to promoting equality and diversity within our organisation and the services we provide. We believe that everyone should have the opportunity to participate fully in our activities, regardless of their background or personal characteristics. This policy outlines our commitment to ensuring that all individuals, whether they are employees, volunteers, service users, trustees, contractors, or suppliers, are treated with respect and fairness.

Legal Framework

This policy is compliant with the Equality Act 2010, which provides a legal framework to protect individuals from discrimination in the workplace and wider society. The Act identifies nine protected characteristics and outlines various forms of discrimination that are prohibited.

Scope

This policy applies to:

- Employees and job applicants
- Volunteers
- Service users and beneficiaries
- Trustees/Directors
- Contractors and suppliers

Protected Characteristics

We are committed to promoting equality for all individuals regardless of the following protected characteristics:

1. **Age:** Ensuring fair treatment for individuals of all ages.
2. **Disability:** Providing reasonable adjustments to support individuals with disabilities.
3. **Gender Reassignment:** Respecting and supporting individuals undergoing gender transition.
4. **Marriage and Civil Partnership:** Recognising the rights of individuals in legally recognised relationships.
5. **Pregnancy and Maternity:** Supporting individuals during pregnancy and maternity leave.
6. **Race:** Promoting inclusivity regardless of racial or ethnic background.
7. **Religion or Belief:** Respecting diverse beliefs and practices.
8. **Sex:** Ensuring gender equality and support without bias.
9. **Sexual Orientation:** Fostering an inclusive environment for all sexual orientations.

Types of Discrimination

We prohibit the following types of discrimination:

- **Direct Discrimination:** Treating someone less favourably because of a protected characteristic.
- **Indirect Discrimination:** Implementing policies or practices that disadvantage individuals with a protected characteristic.
- **Harassment:** Engaging in unwanted behaviour related to a protected characteristic that violates a person's dignity or creates an intimidating environment.
- **Victimisation:** Treating someone unfairly because they have made or supported a complaint about discrimination.

Our Commitments

Sen-Active Community Glow CIC is dedicated to the following actions:

- **Fair Recruitment Practices:** Ensuring that our recruitment processes are transparent, fair, and accessible to all.
- **Reasonable Adjustments for Disability:** Making necessary adjustments to support individuals with disabilities in the workplace and during service delivery.
- **Complaints Procedure:** Implementing a clear and accessible procedure for individuals to raise concerns regarding discrimination.
- **Accessible Services:** Ensuring that our services are accessible to all individuals, regardless of their background or abilities.

- **Equality Training for Staff:** Providing regular training to all staff to raise awareness of equality issues and promote inclusive practices.

Responsibilities

- **Gavin Wood (Responsible Person):** Overseeing the implementation and monitoring of this policy.
- **All Staff:** Responsible for promoting equality and respecting diversity in their daily work.
- **Directors:** Ensuring that the policy is upheld and integrated into all organisational practices.

Complaints Procedure

Individuals who believe they have experienced discrimination can raise their concerns by:

1. Informing their line manager or the responsible person directly.
2. Submitting a written complaint to the responsible person at the contact email provided.
3. All complaints will be taken seriously, investigated thoroughly, and treated confidentially.

Monitoring and Review

This policy will be reviewed every three years to ensure its effectiveness and compliance with current legislation. Feedback from staff, volunteers, and service users will be considered during the review process to enhance our commitment to equality and diversity.

Appendix

Useful Definitions

- **Direct Discrimination:** Treating someone less favourably based on a protected characteristic.
- **Indirect Discrimination:** A condition that applies to everyone but disadvantages a particular group.
- **Harassment:** Unwanted behaviour that offends or humiliates.
- **Victimisation:** Unfair treatment of someone because they have made a complaint about discrimination.

This Equal Opportunities Policy is intended to foster an inclusive environment where every individual feels valued and has equal access to opportunities. We are committed to continuously improving our practices to support this goal.

Signed:

Review date: May 2029