



Equality Opportunities Policy

The aim of this policy is to communicate the commitment of the management team, employees, and other parties to the promotion of equality of opportunity in SafeCert Awards (SafeCert).

It is our policy to provide equality of membership to all, irrespective of:

- gender, including gender reassignment
- marital or civil partnership status
- having or not having dependents
- religious belief or political opinion
- race (including colour, nationality, ethnic or national origins, being an Irish traveler)
- disability
- pregnancy and maternity
- sexual orientation
- age

We are opposed to all forms of unlawful and unfair discrimination. All members of the organisation will be treated fairly and will not be discriminated against on any of the above grounds. Decisions on membership, selection for office, training or any other benefit will be made objectively, without unlawful discrimination, and based on aptitude and ability.

We recognise that the provision of equal opportunities in all our activities will benefit the organisation. Our equal opportunities policy will help members to develop their full potential and the talents and resources of the members will be utilised fully to maximise the effectiveness of the organisation.

SafeCert recognises that there is a statutory duty under law, to implement an equal opportunities policy. This policy applies to applicants for employment, volunteers, and members of the group alike.

This company is committed to the principles and practice of Equality. The company values the diversity of the local population. We want our services, facilities, and resources to be accessible and useful to every citizen regardless of gender, age, ethnic origin, religious belief, disability, marital status, sexual orientation, or any other individual characteristic that may unfairly affect a person's opportunities in life.

Equality commitments

We are committed to:

- promoting equality of opportunity for all persons
- promoting a good and harmonious learning environment in which all men and women are treated with respect and dignity and in which no form of intimidation or harassment is tolerated
- preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation

- fulfilling all our legal obligations under the equality legislation and associated codes of practice
- complying with our own equal opportunities policy and associated policies
- taking lawful affirmative or positive action, where appropriate
- breaches of our equal opportunities policy will be regarded as misconduct and could lead to termination of membership

This policy is fully supported by SafeCert and adopted by the board

Implementation

SafeCert has specific responsibility for the effective implementation of this policy. We expect all members to abide by the policy and help to create an equal environment which is its objective.

In order to implement this policy, we shall:

- Communicate the policy to members by issuing an induction to all existing, and new members
- Endeavour through appropriate training to ensure that it will not consciously, or unconsciously discriminate in the selection or recruitment of applicants for membership of the group
- Incorporate specific and appropriate duties in respect of implementing the equal opportunities policy into roles and responsibilities of committee members
- Incorporate equal opportunities notices into general communications practices (e.g. announcements, annual reports at annual general meetings, notices, and newsletters). This policy will be read out to all members at each annual general meeting
- Ensure that adequate resources are made available to fulfill the objectives of the policy

Monitoring and review

We will establish appropriate information and monitoring systems to assist the effective implementation of our equal opportunities policy. The effectiveness of the equal opportunities policy will be reviewed regularly every 3 years or sooner with any changes in legislation or regulatory requirements.

Complaints

Members who believe that they have suffered any form of discrimination, harassment, or victimisation are entitled to raise the matter through the agreed procedures. A copy of these procedures is available from the Office Manager. All complaints of discrimination will be dealt with seriously, promptly, and confidentially.

Every effort will be made to ensure that members who make complaints will not be victimised. Any complaint of victimisation will be dealt with seriously, promptly, and confidentially. Victimisation will result in disciplinary action and may warrant dismissal.

Complaints from members of the public will be dealt with under agreed procedures (a copy of these procedures is available from the Office Manager).

For further information contact the following:

Northern Ireland - Enquiry line: 028 90 500 600 (for all information and advice enquiries)

The Equality Commission for Northern Ireland can provide free and confidential advice and guidance on promoting equality of opportunity.

England, Scotland, and Wales - Enquiry line: 0808 800 0082 (for all information and advice enquiries)

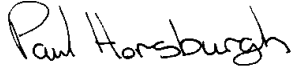
Equality and Human Rights Commission can provide free and confidential advice and guidance on promoting equality of opportunity.

Contact us

If you've any queries about the contents of the policy, please contact EQA Manager on 0845 500 2 100 or email them at gerry@safecertawards.com



I the responsible person listed below authorise the use of the policy and have signed and dated it.

Company Name	SafeCert Awards Ltd	Company Address	38 Main Street, Gortin BT79 8PH
Responsible Person Name	Paul Horsburgh	Position	Responsible Officer
Responsible Officer Signature		Date	1 st August 2023