



Equal Opportunity Policy

Elect Her is committed to encouraging equality and diversity among our organisation and eliminating unlawful discrimination.

The aim for our organisation is to be truly representative of all women in society and our community, and for each employee, volunteer and beneficiary to feel respected and able to give their best.

The organisation - in providing services is also committed against unlawful discrimination of beneficiaries or the public

The policy's purpose is to:

- provide equality, fairness and respect for all in our employment, whether freelance, temporary, part-time or full-time
- not unlawfully discriminate in line with the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation
- oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities

Elect Her commits to:

We will encourage equality and diversity in developing our community

We will create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff and volunteers are recognised and valued.

We will provide appropriate training on rights and responsibilities under the equality policy. Responsibilities include staff and volunteers conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination

We are committed to all members of the organisation understanding they, as well as the Elect Her leadership, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, volunteers customers, suppliers and the public.

We take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities. Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and any appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice. Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence

We provide opportunities for training, development and progress available to all, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.

Decisions concerning staff and volunteer recruitment are based on merit, accepting any necessary and limited exemptions and exceptions allowed under the Equality Act

Monitoring and review

We review employment practices and procedures when necessary to ensure fairness, and update them and the policy to take account of changes in the law.

We monitor the makeup of the organisation regarding information such as age, gender, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality and diversity, and in meeting the aims and commitments set out in the equality policy.

Monitoring will also include assessing how the equality policy, and any supporting action plans, are working in practice. We will review these documents annually and take appropriate action to address any issues.