

Advantage Africa

EQUAL OPPORTUNITIES & DIVERSITY POLICY¹

(STATEMENT OF INTENT)

Advantage Africa recognises that everyone has a contribution to make to society and a right to equal treatment. The organisation is committed to equal opportunities, non-discriminatory procedures and practices. We aim to ensure that no job applicant, staff member, volunteer, or organisation/individual with whom we interact and work receives less favourable treatment on the grounds of:²

- Age
- Race
- Sex
- Religion or belief
- Disability
- Sexual orientation
- Gender reassignment
- Pregnancy and maternity
- Marriage and civil partnerships

Advantage Africa's staff, trustees and volunteers are obliged to respect and act in accordance with this policy. Bullying or harassment are completely unacceptable and where anyone breaches the policy in the course of their work, they will be liable to action in line with Advantage Africa's Disciplinary Procedure. Where an employee, volunteer or representative feels they have been unfairly treated within the workplace on grounds covered by the equal opportunities policy they have the right to complain or take out a formal grievance in line with Advantage Africa's Grievance Procedure.

All Advantage Africa jobs will be open to internal candidates where this complies with legal frameworks.

Andrew Betts, Chief Executive, has overall responsibility for implementation of Advantage Africa's Equal Opportunities and Diversity Policy, under the guidance of the Board of Trustees and its lead person for Human Resource related issues. The Chief Executive ensures this policy is a living, relevant document through a programme of action for implementation and review. This includes periodic review of advertising, recruitment and application materials and processes. It also involves implementation, monitoring and communication of the policy during recruitment, new staff and volunteer training activities, staff team and Trustee meetings.³

Our commitment to equality of opportunity and diversity is at the core of our work with marginalised people in Africa which aims to:

- Address the conditions and beliefs that lead to discrimination and stigmatising of certain groups of people living in the communities with which we work.
- Create new opportunities for people disadvantaged by discrimination and other social conditions that limit the choices open to them.
- Promote and support positive role models, images and stories of marginalised people overcoming hardship as a means of redressing prejudice and discrimination.

The Equal Opportunities and Diversity policy was adopted on 8th March 2006 and due for comprehensive review every three years.

This policy was last reviewed by Advantage Africa's Trustees in February 2017. While the effective implementation of the policy is reviewed by Trustees' annually, the next comprehensive review is due in March 2020.

Signed.....

Name.....

On behalf of the trustees.

¹ *A Diversity Policy is more wide-reaching than more wide-reaching than equal opportunities. It incorporates the principle that all should receive equal rights but also that, rather than ignoring the differences that exist between people, diversity should instead be recognised and respected. By doing so, it creates an environment where everyone feels valued for their individual talents and where their skills and competencies are fully utilised.*
National Council of Voluntary Organisations 2003

² Under the Equality Act 2010, people have legal protection against discrimination in the form of this list of 'protected characteristics.'

³ *It is essential that a written equality policy is backed by a clear programme of action for implementation and continual review. It is a process which consists of four key stages: planning, implementing, monitoring and reviewing the equality policy.* Equality and Human Rights Commission Statutory Code of Practice 2010.