



EQUAL OPPORTUNITIES POLICY

Policy Statement

Giga's art is committed to promoting equality of opportunity and is working towards the elimination of all forms of direct and indirect discrimination in its employment practices and procedures, its management structures and practices, and in the service, it provides to all service users.

Guidelines

Indirect Discrimination is the application of a "requirement or condition" equally to all persons, but which is such that the proportion of persons of a particular group who can comply with it is "considerably smaller" than the proportion of persons not of that particular group; unless it can be shown that the requirement or condition is "justifiable irrespective of the race, colour, ethnic origin, nationality, gender etc., of the person who could or could not comply" e.g. setting a minimum literacy level for attendees

Direct discrimination is defined as "treating a person less favourably" than another on the grounds of that person's race, colour, ethnic origin, nationality, gender, marital status, sexual orientation, disability, creed, trade union activities, political beliefs, age, class or caring responsibilities.

In the area of employment – Giga's art will seek to ensure that:

- No job applicant, employee receives less favourable treatment on the grounds of race, colour, ethnic origin, sexual orientation, disability, nationality, gender, marital status, creed, trade union activities, political beliefs, age, class or caring responsibilities.
- No applicant or employee is placed at a disadvantage by requirements or conditions which have a disproportionately adverse effect because of his/her race, colour, sexual orientation, disability, creed, trade union activities, political beliefs, age, class ethnic origin, nationality, gender, marital status, or caring responsibilities.
- Where appropriate and where permissible under current legislation, positive action will be taken in providing training and/or encouragement to employees of under-represented groups to achieve equal opportunity within the organisation.

- Selection criteria and procedures are reviewed regularly to ensure that individuals are selected and treated on the basis of their individual merits and relevant abilities, relevant to the job.
- All job adverts and information about working at Giga's art will be distributed widely to all sections of the community within the benefit area, so that groups such as the disabled, who have traditionally been denied information in the past, can be afforded greater access to information in the future.
- All employees will without discrimination be given equal opportunities to develop their knowledge, skills, and expertise and where appropriate special training will be afforded to workers, who lack essential skills required for the effective operation of the project.
- All employees fully recognise their legal obligations under the 1976 Race Relations Act, the 1970 Equal Pay Act; and The Sex Discrimination Act 1975 & 1986 and the Disability Discrimination Act 1995.

In the area of policy development – Giga's art will seek to ensure that:

- Comprehensive statistical information will be kept on clients of Giga's art for monitoring the effectiveness of the policy.
- Under-represented groups will be specifically targeted, to encourage applications.
- Equal opportunities will be afforded to all children and members of the community who come into contact with Giga's art.
- Equal opportunities will permeate all aspects of Giga's art work and dealings with other voluntary, statutory, and private organisations/bodies.
- Appropriate arrangements will be made to meet the needs of children/young people for whom English is not their first or preferred language, and for people with disabilities.
- Giga's art will create a welcoming environment to children/young people.

Giga's art will seek to ensure that:

- Anti-discriminatory strategies and positive action programmes will be devised and implemented to increase the representation of under-represented groups and those who face disadvantage
- Effective community consultation procedures are established that identify needs and priorities as perceived by those individuals/groups who suffer discrimination and/or who are disadvantaged.

- No member of staff, child/young person, session attendee suffers discrimination of any kind.
- All staff, through training or otherwise develop a good understanding of equal opportunities and the reasons for and the effects of the different forms of discrimination that exists amongst and between different groups.
- Giga's art distributes and publicises its policy statement for the benefit of all service users.

Responsibility for implementing this policy

All employees have a responsibility to accept their personal involvement in the practical application of this policy

Review

Giga's art will monitor, review and evaluate the effectiveness of this policy

Name: Joyti Kaur

Position: Giga's art founder

Signed:



Updated: March 2024