

Go-Woman! Alliance CIC is committed to seeking equality of opportunity for all, irrespective of race, gender, religion, marital status, sexual orientation, age, class or disability.

Go-Woman! Alliance CIC actively seeks to demonstrate this commitment by adopting policies, codes of practice and action plans to combat discrimination in any form.

Staff and learners are required to reflect their commitment to equality of opportunities and anti-discriminatory practices.

Go-Woman! Alliance CIC will promote equality of opportunity for all clients, staff and volunteers. The purpose of this policy is:

- to provide equality, fairness and respect for all in our employment / self-employment, whether temporary, part-time, full-time or volunteers;
- not unlawfully discriminate because of 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 / self-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.

The organisation commits to:

- encourage equality and diversity in the workplace as they are good practice and make business sense;
- create a working 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 are recognised and valued.

This commitment includes training managers, tutors, facilitators and all other staff about their rights and responsibilities under the equality policy. Responsibilities include staff conducting themselves to help the

organisation provide equal opportunities in employment / self-employment, and prevent bullying, harassment, victimisation and unlawful discrimination

All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow colleagues, 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

- make opportunities for training, development and progress available to all staff, 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 being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act);
- review employment / self-employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law;
- monitor the make-up of the workforce 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 plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

The equality policy is fully supported by committee members.

Details of the organisation's grievance and disciplinary policies and procedures can be found at any of our centres. This includes with whom an employee, self-employed or volunteer should raise a grievance - usually their line manager.

Use of the organisation's grievance and/or disciplinary procedures does not affect an employee's / self-employed right to make a claim to an employment tribunal within three months of the alleged discrimination.

Provision will be made for candidates with special needs by providing suitable assessment locations and technical aids where appropriate.

Reviewed: 5th September 2025

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