



PoppyHarp EQUAL OPPORTUNITIES POLICY

Overview

Our aim is to ensure that employment, participant and application decisions are made based on business or project needs/requirements and individuals' abilities, promoting equal opportunities and preventing discrimination at work and education. We strive to foster a diverse workforce to meet legal requirements and uphold high standards in all interactions within PoppyHarp and with external parties.

About this policy

This policy applies to all PoppyHarp employees, including volunteers, individuals working as self-employed consultants, examiners or adjudicators.

We are dedicated to the principles of equal opportunities in employment and education, committing to decisions without bias regarding race, religion, gender, age, disability, sexual orientation, or other protected characteristics. This includes awarding, grading, competition results, recruitment, pay, training, promotion, conduct, disciplinary actions, and termination. Fran Barsby is responsible for promoting equal opportunities within PoppyHarp projects, and all employees are expected to comply with this policy. We provide necessary training and support to uphold these principles.

Types of discrimination

Direct discrimination occurs when someone is treated unfavourably due to a protected characteristic, while indirect discrimination arises when a practice disproportionately affects individuals with specific characteristics. Harassment, victimisation, and disability discrimination are also prohibited. Breaches of this policy may result in disciplinary action, including dismissal for serious cases.

Gender

We ensure equal treatment regardless of gender, including but not limited to equal pay for equal work, covering all contractual terms.

Sexual Orientation

We respect all sexual orientations without discrimination or bias.

Pregnancy and Maternity

Discrimination based on pregnancy or maternity status is strictly prohibited.

Gender Reassignment

We support individuals undergoing or proposing gender reassignment without discrimination.

Marriage and Civil Partnership

We recognise all legally recognised unions, including same-sex marriages and civil partnerships.

Race

We prohibit discrimination based on colour, nationality, ethnic origin, or race.

Religion and Belief Systems:

We respect all religious beliefs

Disability

We provide support and reasonable adjustments to accommodate for disabilities, ensuring fair treatment.

Age

Age discrimination is prohibited, ensuring equal opportunities for all age groups.

Recruitment

We conduct recruitment based on merit and objective criteria, avoiding discrimination.

Update History

The following changes have been made to this document:

Fran Barsby 28/04/2024

Fran Barsby 11/09/2019