

Insight Society **Equal Opportunities Policy**

INSIGHT SOCIETY is committed to being an equal opportunities organisation.

This policy applies to INSIGHT SOCIETY's governance, service delivery, employment and volunteering practices. Contractors, and organisations that we work in partnership with, are also expected to abide by this policy. This policy covers INSIGHT SOCIETY's operations throughout the United Kingdom, including our Internet and social media based operations

We define equal opportunities as:

The removal of direct discrimination ensuring that people are not treated less favourably because of their disability, ethnicity, national origin, colour and race, sex, gender reassignment, marriage and civil partnership, religion or belief, political opinion, sexual orientation, pregnancy or maternity, age or trade union membership/non-membership.

The removal of indirect discrimination by ensuring requirements or conditions do not unfairly or unjustifiably limit access to services, jobs, or volunteering opportunities.

The removal of associative discrimination by ensuring that people are not directly discriminated against or harassed because of their association with another person who has a protected characteristic; such as disability, race, religion or belief, sexual orientation, age, sex or gender reassignment.

The removal of discrimination by perception by ensuring that people are not directly discriminated against or harassed based on a perception that they have a particular protected characteristic, when they do not; such as disability, race, religion or belief, sexual orientation, age, sex or gender reassignment.

Equal rights

By the achievement and respect of equal civil rights for all.

Equal access

By increasing access to services and employment and volunteering opportunities by having policies and practices which take account of diverse needs.

Positive action

By this we mean action which targets groups which are underrepresented, within our customers, workforce or volunteers. The aim is to increase underrepresented groups' access to INSIGHT SOCIETY. For example, if Asian people were under represented as customers, we might choose to publicise our services in Asian newspapers.

The prevention of harassment

If harassment occurs when, for a reason which relates to a person's age, race, sex, disability, religion or belief, gender reassignment or sexual orientation, another person engages in unwanted conduct which may violate the person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment for that person. Equality is one of INSIGHT SOCIETY's core values. As such, it forms part of the framework within which other policies, procedures and practices within INSIGHT SOCIETY, are to be developed and implemented.

Disability Equality

This policy contains a section on disability equality because INSIGHT SOCIETY is a disability organisation.

INSIGHT SOCIETY recognises the exclusion and disadvantages that disabled people experience as a result of social, economic, and material barriers, created by the world in which they live. INSIGHT SOCIETY also recognises that disabled people may be enabled by learning additional skills.

INSIGHT SOCIETY is working to ensure that disabled people receive the maximum possible benefit that can accrue to them through the Equality Act.

As an employer, INSIGHT SOCIETY will, at the very least, takes steps to ensure that it meets its obligations under the law and, where possible, exceeds it. This includes making reasonable adjustments to meet the needs of disabled job applicants and employees

INSIGHT SOCIETY extends this principle to committee members, trustees and volunteers in-line with best practice.

INSIGHT SOCIETY is further committed to positive action, in terms of our employment of blind and partially sighted people. We will use positive discrimination where two candidates equally meet selection criteria at interview, where one of the candidates is blind or partially sighted, then she or he should be offered the post.

NB The law allows charities, which promote the interests of a particular group of disabled people, to treat people from that group more favourably than others where this is connected with their charitable purposes.

Equal Opportunities Monitoring

Statistical monitoring is an essential part of any equal opportunities programme. By comparing patterns of different groups in employment, recruitment, volunteering and service delivery, INSIGHT SOCIETY will identify any significant differences, in order to assess how far we are achieving equality of opportunity. Monitoring will provide a sound basis for further action.

This Equal Opportunities Policy was approved by the Directors of INSIGHT SOCIETY on 10th October 2022.

Ian V Fellows
Company Secretary