

Equality Policy

Aim and scope

Playsafe Playgrounds Ltd is committed to equality for all employees. We aim to ensure that the environment is supportive, where all individuals are treated with courtesy and respect and their contribution is valued. We aim to create and maintain the conditions whereby employees are treated solely on the basis of their merits, abilities and potential, regardless of ethnic or national origin.

Playsafe Playgrounds Ltd will work towards ensuring that this commitment applies to all areas of its provision. Playsafe will ensure that any sub-contractors etc we work with meet or are working towards relevant legislation. We will take all reasonable steps to prevent discrimination from occurring including raising awareness in employees of the significance of the policy and what is expected of them while they work at Playsafe Playgrounds Ltd.

Relevant Legislation

This policy has been written with regard to the Race Relations Act 1976 and the Race Relations Act Amendment 2000 and the Duty to Promote Racial Equality 2002.

Playsafe Playgrounds Ltd will seek to reflect the values of a multicultural community within its culture and day-to-day work. It has a responsibility to promote good race relations and to ensure that employees, and those who come into contact with them, are treated with dignity and respect.

The general duty, outlined in the Race Relations Act Amendment 2000 requires the Company to have due regard to the need to:

1. eliminate racial discrimination;
2. promote equality of opportunity; and
3. promote good relations between people of different racial groups.

The Commission for Racial Equality's Code of Practice has established guiding principles which govern public authorities (schools, FE and HE institutions), these are:

- a. Promoting race equality is obligatory for all public authorities
- b. Public authorities must meet the duty to promote race equality in all relevant functions
- c. The weight given to race equality should be proportionate to its relevance.
- d. The elements of the duty are complementary (which means they are all necessary to meet the whole duty under the Race Relations Act Amendment 2000)

Policy

Playsafe Playgrounds Ltd will :

1. ensure the requirements of relevant legislation related to race relations are met through regular monitoring.
2. not discriminate against any individual in its publicity, recruitment, application process or offer of a course or employment.
3. be proactive in promoting and maintaining a conducive learning environment for all and in raising awareness among all staff and learners of what is expected of them whilst they work at the Company.
4. implement effective policies and procedures throughout the Company for dealing with harassment of employees.
5. implement effective processes for monitoring the harassment of employees via the complaints and disciplinary procedures.
6. implement effective processes for monitoring and evaluating equal opportunities data in relation to ethnic origin for employees.
7. implement effective monitoring procedures for other aspects of this policy.
8. amend this policy and associated documentation in the light of further legislation and other requirements.



Signed:..... Duncan Robertson - Managing Director

06/01/2017

Date:

Name & Position : Duncan Robertson, Managing Director

Code of Practice

In order to put in place actions to fulfil the commitments of this policy and the College’s Equal Opportunities Policy, the College has developed a Code of Practice: Promoting Equality and Diversity (Including Racial Equality) (Code of Practice). Within the Code of Practice the actions that relate to this policy are identified by having ‘(RRA)’ for Race Relations Act noted against them.

For increased accessibility to the elements of the Code of Practice that relate to this Racial Equality Policy, a Code of Practice: Promoting Racial Equality has been developed and is available in the following pages.