



## Equality Policy

### Policy statement

*Get Cooking* recognises its responsibilities under legislation including the Disability Discrimination Act 1995, the Race Relations Act 1976, the Human Rights Act 1998 and the Rehabilitation of Offenders Act 1974 and are opposed to all forms of unfair discrimination and therefore committed to treating all customers, workers, volunteers and visitors with respect and as equals and recognise expertise, abilities and individual needs.

It is our policy to provide employment equality to all, irrespective of:

- Gender, including gender reassignment
- Marital or civil partnership status
- Having or not having dependants
- Religious belief and culture
- Race
- Disability
- Sexual orientation
- Age

### What we will do

- Accommodate customers individual needs and wishes as far as reasonably possible at classes, workshops and events. This includes providing wheelchair access, permitting a support worker to join a class with the customer if this is required at no extra cost. It also includes accommodating customers dietary requirements as far as reasonably possible.
- All customers who join our classes will be treated fairly and with respect. Discriminatory and inappropriate comments to other customers will not be tolerated. Customers persistently making inappropriate comments to others will be asked to leave and incidents will be recorded and acted on as appropriate.
- All job applicants, workers and others who work for us will be treated fairly and will not be discriminated against on any of the above grounds.
- We recognise that equality in the workplace is not only good management practice, it also makes sound business sense. Our equality policy will help all those who work for us to develop their full potential and the talents and resources of Get Cooking will be utilised fully to maximise the efficiency of the organisation.

### To whom does the policy apply?

- Customers
- Job applicants and potential applicants
- Employees/ Contract workers/ Support Workers
- Students on work experience or placements
- Volunteers
- Visitors

### Equality commitments

We are committed to:

- Promoting equality for all persons whether they are customers, workers, volunteers or visitors
- Promoting a good and harmonious environment in which all persons are treated with respect

- Preventing occurrences of unlawful direct discrimination, indirect discrimination or harassment
- Fulfilling all our legal obligations under the equality legislation and associated codes of practice
- Complying with our own equality policy and reviewing it
- Taking lawful affirmative or positive action, where appropriate
- Regarding all breaches as misconduct which could lead to disciplinary proceedings.
- Making this policy accessible to people that would like to see this.

This policy is fully supported by the board of directors.

### **Monitoring and review**

The effectiveness of this policy will be reviewed at least annually.

### **Complaints**

Employees who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter in writing to members of the board of directors – contact details available on request.