

# Policy on Equal Opportunities

## Statement

Shareenergy Co-operative is strongly committed to actively supporting equal opportunities for all peoples and groups in society generally, and we are committed to achieving equal opportunities for all individuals who interact in any way with Shareenergy, be they members, employees, volunteers, clients, and so on. We willingly recognise and accept our legal obligations under the Equality Act 2010. We are a people-led organisation and must always ensure that we meet the needs of all those who interact with Shareenergy through fair and appropriate engagement.

Shareenergy recognises that regrettably some people suffer oppression, unfair discrimination, and lack of opportunity on varying grounds including for example: race; colour; nationality and ethnicity; disability, gender/sex; sexual orientation; religion and beliefs; age; class; social status, or any other factor that may give rise to discrimination.

## Policy

The board of Shareenergy is committed to:-

- establishing and maintaining a culture of implementing equal opportunities in all that it does;
- taking positive action in seeking to promote social justice;
- implementing anti-discriminatory practices in all areas of its work and amongst its members, employees, volunteers, board members, and clients;
- challenging oppression and inequality; and
- sharing its experiences through openness and transparency.

Shareenergy recognises that everyone has a contribution to make in our society and a right to equal treatment. The board aims to ensure that no one working with or for Shareenergy will be discriminated against on the grounds of: race; colour; nationality and ethnicity; disability, gender/sex; sexual orientation; religion and beliefs; age; class; social status, or any other factor that may give rise to discrimination.

## Commitment

The purpose of this policy is to encourage harmony and respect amongst all individuals working for or engaged with Shareenergy. We will:-

- Seek engagement and support from a range of individuals that reflect our diverse society and we will value their individual contributions, irrespective of race; colour; nationality and ethnicity; disability, gender/sex; sexual orientation; religion and beliefs; age; and so on.
- Use our best endeavours to provide an environment free from unlawful discrimination because of race; colour; nationality and ethnicity; disability, gender/sex; sexual orientation; religion and beliefs; age; and so on.

- Undertake to review periodically our recruitment and selection criteria and procedures to maintain a system where individuals are selected solely on the basis of their merits and abilities.
- All members, employees, volunteers and clients will be treated with dignity and respect. Shareenergy recognises that harassment, bullying and victimisation are forms of unlawful discrimination.
- Not tolerate acts which breach this policy, and all instances of such behaviour or alleged behaviour will be taken seriously, fully investigated and acted upon.
- All directors, staff, and volunteers will be given a copy of this policy as part of their induction.
- Provide training in equal opportunities and undertake to distribute and publicise this policy statement to all members, employees, volunteers and clients, and elsewhere from time to time as appropriate.
- Monitor and review the operation of this policy and will implement any changes required by law or to improve its effectiveness.