

Equality Policy

The Finglas Cabra Partnership is committed to, its obligations under The Employment Equality and Equal Status Legislation Acts, 1998 and 2004.

The Finglas Cabra Partnership recognises that in Irish society certain groups and individuals are discriminated against and are denied equality of opportunity. Management aims to create an environment in which equality is promoted as a means of developing the full potential of everyone involved in the organisation.

The company is committed to examining and monitoring existing practices/procedures and will make recommendation for change in relation to equality on an ongoing basis.

The employment equality policy and legislative requirements will be included in development and training courses. All management and employees, especially those involved in recruitment, training and appraisals will be fully briefed on employment equality legislation and its effect on company practices.

The organisation and its employees commit themselves to equality of opportunity and to eliminate all forms of discrimination under the terms of the Employment Equality and Equal Status Acts, 1998 and 2004. The Act describes discrimination "as the treatment of a person in a less favourable way than another person is, has been or would be treated, in a comparable situation".

The Employment Equality Acts 1998-2004

- Promote Equality
- Prohibit discrimination (with some exemptions) across nine grounds
- Prohibit sexual harassment and harassment
- Prohibit victimisation
- Require appropriate measures for people with disabilities in relation to access, participation and training in employment
- Allow positive action measures to ensure full equality in practice across the nine grounds.

Aspects of employment that are covered include:

- Advertising
- Equal pay
- Access to employment
- Vocational training and work experience
- Terms and conditions of employment
- Promotion or re-grading
- Classification of posts
- Dismissal
- Collective agreements.

The Acts apply to:

- All employees

The legislation prohibits discrimination on the following nine grounds:

J Drive; LESN; Policy Documents	Created: 2004	Reviewed By; Senior Staff	Review Date: 2008
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- The gender ground: A man, a woman or a transsexual person (specific protection is provided for pregnant employees or in relation to maternity leave);
- The marital status ground: Single, married, separated, divorced or widowed;
- The family status ground: A parent of a person under 18 years or the resident primary carer or a parent of a person with a disability;
- The sexual orientation ground: Gay, lesbian, bisexual or heterosexual;
- The religion ground: Different religious belief, background, outlook or none;
- The age ground: This applies to all ages above the maximum age at which a person is statutorily obliged to attend school;
- The disability ground: This is broadly defined including people with physical, intellectual, learning, cognitive or emotional disabilities and a range of medical conditions;
- The race ground: A particular race, skin colour, nationality or ethnic origin;
- The Traveller community ground: People who are commonly called Travellers, who are identified both by Travellers and others as people with a shared history, culture and traditions, identified historically as a nomadic way of life on the island of Ireland.

Discrimination - Discrimination has a specific meaning in the Acts. Discrimination is described as the treatment of a person in a less favourable way than another person is, has been or would be treated in a comparable situation on any of the nine grounds.

There are different types of discrimination covered by the Acts including indirect discrimination, discrimination by imputation and discrimination by association. Discrimination is defined as the treatment of a person in a less favourable way than another person is, has been or would be treated in a comparable situation on any of the nine grounds which exists, existed, may exist in the future, or is imputed to the person concerned. The instruction to discriminate is also prohibited.

Discrimination is defined as the treatment of a person in a less favourable way than another person is, has been or would be treated in a comparable situation on any of the nine grounds.

- Indirect discrimination – happens where there is less favourable treatment in effect or by impact. It happens where people are, for example, refused employment or training not explicitly on account of a discriminatory reason but because of a provision, practice or requirement which they find hard to satisfy. If the provision, practice or requirement puts people who belong to one of the grounds covered by the Acts at a particular disadvantage then the employer will have indirectly discriminated, unless the provision is objectively justified by a legitimate aim and the means of achieving that aim are appropriate and necessary.

- Discrimination by Association – this happens where a person associated with another person (belonging to a specified ground) is treated less favourably because of that association.

Equal Opportunity Policy

The aims of Equal Opportunity Policy are:

- To promote equality of opportunity throughout the company; the employment of staff, the participation of clients and users of our services and the involvement of management and committees.
- To ensure that no person is treated less favourably than another in relation to the 9 distinct grounds for discrimination.
- To prevent any form of discrimination whether direct or indirect.
- To ensure that we fulfil our legal obligations.

No employee will be penalised or treated less favourably because of pursuing rights by way of tacking action, supporting action or giving notice of intention to take or support action under equality legislation.

All employees are required to comply with this policy. Breach of any aspect of the Equal Opportunities Policy will be treated as misconduct under the disciplinary procedure.

Employment – It is our policy that the principles and practices of equality of opportunity should apply to all conditions of service of our employees.

Grievance - Should employees feel that they have not been treated fairly they should use the grievance procedure.

Discipline – Should employees act in contravention of the Company's equality policy, then they may be subject to disciplinary action under the disciplinary policy.

Victimisation – Employees will not be penalised or subject to other adverse treatment because of pursuing rights by way of taking action under equality legislation.

Promotion – The company will give equal access of opportunity to all employees for posts within the organisation.

Development and Training – Development and training form an integral part of one's career path and the company will endeavour to offer the same opportunities to all employees and to seek and achieve high standards of performance.

Interviews – Interviews will be carried out objectively and individuals judged on merit and their ability to do the job

People Friendly Policies – The company will endeavour to make reasonable efforts to reconcile work and employees family responsibilities.

Language - Management is committed to the use of non-discriminatory language in all literature, documents and advertising produced by the organisation.

Harassment - Within the organisations Equal Opportunities Policy management wants to ensure that everyone involved in the organisation has the right to freedom from bullying, harassment and sexual harassment. Freedom from harassment is a condition of work which every employee is entitled to.

Management - Management will treating bullying, harassment and sexual harassment as misconduct under the organisations Harassment Policy and disciplinary procedure.

Procedures - If an employee considers that he/she has been treated less favourably on grounds of his or her status the agreed grievance procedure will be used to deal with the complaint. Complaints will be dealt with on a confidential basis. Any complaint made will not result in any disciplinary action against the staff member making the complaint, except in the event that the complaint was malicious.

Information and Training – Management will ensure that all members of the organisation are informed regularly of the organisation commitment to equal opportunities. Management will also provide training on equal opportunities issues as appropriate.

Monitoring – Management is responsible for monitoring the effectiveness of and making recommendations for change to this Equal Opportunities Policy.