

Dramanon - Equal Opportunity and Race Relations Policy

Dramanon are committed to valuing and supporting our staff and clients.

We will promote policies, which help to realise the full potential of our workforce by providing equal opportunities to all our staff, ensuring that their talents, abilities and competencies are used to the full. All job applicants, staff, and members of the public will be treated fairly and equally and will not be discriminated against in respect of race, religion, gender, sexual orientation, disability, marital status, nationality, age, infection or illness.

We are committed to providing a working environment free of discrimination and harassment so employees can fulfil their full potential at work. Discrimination and harassment in any form are unacceptable and are usually illegal. Allegations of discrimination and harassment will be taken seriously. They are forms of misconduct and maybe dealt with in the same way as any other form of misconduct, and in extreme cases to dismissal in accordance with the conditions of service.

We will meet our legal responsibilities under the following acts:

The Race Relations Act 1976

The Race Relations (Amendment) Act 2000

The Disability Discrimination Act 1995

The Disability Amendment Act 2004

The Sex Discrimination Acts 1975 and 1986

The Gender Recognition Act (GRA) 2005

The Age Discrimination Act 2006

Dramanon will also take proactive steps to ensure we comply with the Commission of Racial Equality, Equal Opportunities Commission, and Disability Codes of Practice

We Want –

To ensure services we provide meet the needs of all our clients and in the most appropriate way.

To eliminate barriers from all who need or who wish to access services delivered by Dramanon including barriers relating to language, culture and attitude.

To ensure everyone receives equality of treatment in recruitment to employment by Dramanon.

We want the composition of our workforce to reflect that of the community we serve.

Everyone who works for Dramanon must be aware of what is considered to be discrimination and harassment, and understand how we will work to eliminate such behaviour and respond to and handle complaints.