

Dated 10th October 2023



EQUAL OPPORTUNITIES POLICY

Newbury Soup Kitchen commitment to equality and diversity means that every Service User supported by Newbury Soup Kitchen has their individual needs comprehensively addressed and are treated equally and without discrimination.

This is regardless of the individual's ethnic background, language, culture, faith, gender, age, sexual orientation, or any other aspect that could result in their being discriminated against purely because they have such characteristics.

We aim to be an equal opportunities employer to ensure that all staff and volunteers are made aware of the opportunities that exist within the organisation. Such opportunities include vacancies, promotions, training, and development activity.

Newbury Soup Kitchen expresses its commitment to equality and diversity by:

- Respecting all Service Users, Staff and Volunteers: ethnic, cultural, and religious practices and making practical provision for them to be observed.
- Reassuring its Service Users, Staff and Volunteers, that their diverse backgrounds enhance the quality of experience of everyone who attends food provision sessions and engages in any outreach or service provided by Newbury Soup Kitchen.
- principles; ways; acceptable. This is applicable to both staff and Service Users and is rigorously observed and monitored accordingly.
- Accepting Service Users, Staff and Volunteers as individuals, not as cases or stereotypes.
- Involving Service Users, Staff and Volunteers to express their individuality and to follow their preferred lifestyle, also helping them to celebrate events, anniversaries or showing positive leadership and having management and human resources practices that actively demonstrate a commitment to equality and diversity.
- Developing an ethos throughout the outreach or food provision service that reflects these values and principles.
- Expecting all staff and volunteers to work to equality and diversity principles and policies and to behave at all times in non-discriminatory way;
- Providing, training, supervision, and support to enable staff to do this.
- Having a code of conduct that makes any form of discriminatory behaviour unacceptable. This is applicable to both Staff, Volunteers and Service Users and is rigorously observed and monitored accordingly.

October 2010

Equality Act provisions which came into force on 1 October 2010:

- the basic framework of protection against direct and indirect discrimination, harassment and victimisation in services and public functions, work, education, associations, and transport.
- changing the definition of gender reassignment, by removing the requirement for medical supervision
- providing protection for people discriminated against because they are perceived to have, or are associated with someone who has, a protected characteristic.
- clearer protection for breastfeeding mothers
- applying a uniform definition of indirect discrimination to all protected characteristics
- harmonising provisions allowing voluntary positive action.

Provisions relating to disability.

- extending protection against indirect discrimination to disability
- introducing the concept of “discrimination arising from disability” to replace protection under previous legislation lost because of a legal judgement.
- applying the detriment model to victimisation protection (aligning with the approach in employment law)
- harmonising the thresholds for the duty to make reasonable adjustments for disabled people.
- extending protection against harassment of employees by third parties to all protected characteristics
- making it more difficult for disabled people to be unfairly screened out when applying for jobs, by restricting the circumstances in which employers can ask job applicants questions about disability or health

