



# Equality and Fairness

## Policy and Standard Operating Procedure

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# **EQUALITY AND FAIRNESS POLICY STATEMENT**

Operation Florian Limited in both its members practices and in the provision of services recognises the diversity of the people and communities throughout the world. The practical applications of this ethos mean that:

- In providing services to communities, the members of the Charity will treat all sections of the community equally and will display courtesy and respect to everyone with whom they come into contact.
- In member, recruitment or selection the Charity will ensure that no application or employee shall receive less favourable treatment because of age, disability, sex, gender reassignment, pregnancy, maternity, race (which includes colour, nationality and ethnic or national origins), sexual orientation, religion or belief, or because they are married or in a civil partnership, nor be disadvantaged by any other condition or requirement which cannot be shown to be justifiable.
- Within the Charity all members will be treated with integrity, dignity and respect.

## **POLICY AIMS**

The purpose of the Equality and Fairness Policy for Operation Florian Limited is to meet the following strategic aims.

- To ensure that the principle of equality and fairness will be a cornerstone of all Operation Florian Limited activities.
- To ensure that Operation Florian is an organisation representative of the diversity within the communities of UK.
- To ensure that the principle of diversity is welcomed, valued and positively encouraged within Operation Florian Limited.

## **APPLICATION OF EQUALITY AND FAIRNESS POLICY**

The Equality and Fairness Policy of Operation Florian Limited will be applied in four key areas:

### ***POLICY AND PLANNING***

The Charity Policy on Equality and Fairness should be current, valid and relevant to the needs of the Operation Florian Limited. All personnel should understand and demonstrate commitment to the Policy.

### ***ORGANISATIONAL CULTURE***

The culture of Operation Florian Limited should be one based on the principles of equality and fairness and one in which the principle of diversity is welcomed, valued and encouraged.

### ***COMMUNITY EXPECTATIONS***

Operation Florian Limited will seek to understand the diverse needs and expectations of its communities that it works in and provide services which meet those community expectations. All Charity users will have equal access to our services.

## **HUMAN RESOURCE MANAGEMENT**

Operation Florian Limited recognises the importance of people in delivering its service to its communities throughout the world and, as such, values their contribution to that service delivery. In doing so, the Charity aims to provide a workforce which understands the needs of the of those respective communities.

In respect of its members, Operation Florian Limited will ensure that recruitment, selection, application and access to training and development opportunities will be achieved through fair and transparent processes.