

**ZAMBIA THERAPEUTIC ART  
SC045462**

**EQUAL OPPORTUNITIES POLICY**

**Introduction**

Zambia Therapeutic Art (ZTA) believes that in society certain groups or individuals are denied equality on the grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation and religion/belief or any other factor irrelevant to the purpose in view.

ZTA is committed to taking positive steps to ensure that:

- all people are treated with dignity and respect, valuing the diversity of all;
- equality of opportunity and diversity is promoted;
- services are accessible, appropriate and delivered fairly to all;
- the mix of its employees, volunteers and trustees reflects, as far as possible, the broad mix of the population;

This policy applies to all Trustees, paid workers, volunteers, beneficiaries and the general public both in Scotland and Zambia or anywhere else the charity may provide services.

**Commitment**

Equality and diversity are central to the work of ZTA both in Scotland and Zambia.

ZTA will treat all people with dignity and respect, valuing the diversity of all. It will promote equality of opportunity and diversity. It will eliminate all forms of discrimination on grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation, religion/ belief, irrelevant offending background or any other factor irrelevant to the purpose in view. It will tackle social exclusion, inequality, discrimination and disadvantage. For this policy to be successful, it is essential that everyone is committed to and involved in its delivery.

ZTA's goal is to work towards a just society free from discrimination, harassment and prejudice. ZTA aims to embed this in all its policies, procedures, day-to-day practices and external relationships.

**Aims**

ZTA aims to:

- Provide services that are accessible according to need;
- Promote equality of opportunity and diversity in volunteering, employment and delivery of services;
- Create effective partnerships with all parts of the community in Scotland and Zambia.

**Objectives**

ZTA's objective is to realise its standards by:

- Sustaining, regularly evaluating and continually improving its services to ensure equality and diversity principles and best practice are embedded in our performance to meet the needs of individuals and groups;

- Working together with all groups to provide accessible and relevant service provision that responds to users' needs;
- Ensuring workers (paid or unpaid) and trustees are representative of the general community and its employment policies are fair and robust;
- Responding to workers' (paid or unpaid) needs and encouraging their development to increase their contribution to effective service delivery;
- Recognising and valuing the differences and individual contribution that all people make to ZTA;
- Challenging discrimination;
- Being accountable.

### **Responsibility for Implementation**

This policy covers the behaviour of all people employed or volunteering in ZTA or using the services and sets out the way they can expect to be treated in turn by ZTA. The overall responsibility for ensuring adherence to and implementation of this policy lies with the Trustees of ZTA.

### **Method of Implementation**

ZTA intends to implement this policy by:

- Ensuring that it is a condition of paid employment or voluntary work in ZTA;
- Ensuring that Trustees, paid workers, unpaid volunteers and beneficiaries are made aware, understand, agree with, and are willing to implement, this policy.
- All workers (paid or unpaid) will be given a copy of this policy as part of their induction;
- Actively encouraging Trustees paid workers and unpaid volunteers to participate in anti- discriminatory training;
- Monitoring the services, publicity and events provided by ZTA, to ensure that they are accessible to all sections of the population and do not discriminate, and taking active steps to ensure that participation is representative.

### **Monitoring and Review**

ZTA has declared its commitment to establishing, developing, implementing and reviewing a policy of equality of opportunity. Effective record keeping and monitoring, and acting on information gathered, are essential in order to measure effectiveness and plan progress.

The Trustees will review this policy every two years.

<b>Date of Change:</b>	<b>By whom:</b>	<b>Comments:</b>
23.03.18	SNWilloughby-Booth	Policy drafted and circulated to trustees
20.02.20	SNWB	Reviewed and revised