



EcoACTIVE Education Services
C/o Hothouse, 274 Richmond Road,
London E8 3QW
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Equal Opportunities Policy – monitoring form attached.

ecoACTIVE is striving to provide equal opportunities for all employees and users and to enlist the active support of each and every employee in achieving these ends. This policy covers recruitment, induction, conduct at work and our disciplinary and grievance procedures. We undertake not to discriminate either directly or indirectly against employees, individuals or user groups on the basis of race, ethnic and cultural origin, nationality, gender, age, physical disability, learning difficulty, sexuality, marital status, religious beliefs and health status.

There will be no discrimination on these grounds in the terms and conditions offered to workers or job applicants. The only basis for promotion or selection is the management's considered opinion of the applicant's suitability for the job. All workers have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals. Any worker found to be discriminating will face disciplinary proceedings

ecoACTIVE will accept no harassment, abuse, offensive behaviour by or of staff, volunteers, management committee, trainees and users.

We will ensure that all employees are encouraged to consult ecoACTIVE Management Committee on matters that affect equal opportunities.

We will ensure that each and every employee is treated equally in relation to decisions affecting training, promotion and job vacancies.

We will ensure that all job advertisements and new applicants are advised of ecoACTIVE's equal opportunities policy.

We will comply with all other statutory obligations under Race Relations, Sex Discrimination and Disability legislation.

We will not discriminate against any individuals or groups of people in the provision of our services. Disadvantaged individuals and groups will be encouraged to use our services. This will be reflected in our publicity and provision of information.

ecoACTIVE will regularly review, monitor and evaluate its equal opportunities policy, with a view to ascertaining its effectiveness.

All members of staff will be made aware of the equal opportunities policy. ecoACTIVE Coordinator shall monitor and evaluate the effectiveness of this policy and report findings to the Management Committee. Any member of staff who feels that he or she has been discriminated against has the right to report it to the Coordinator who will investigate all such complaints.

If for any reason a member of staff does not feel able to report discrimination directly to ecoACTIVE Coordinator, they have the right to report the complaint to any of the Management Committee or to an outside person of their choice – who will act as advocate for them.

MONITORING

As part of its commitment to equal opportunities, ecoACTIVE is monitoring how successful we are in promoting equality of access to our services from all sections of the community. The basic information you provide will help us to effectively target people who are not using our services. This form will be detached and treated separately from your application form, for monitoring purposes only.

GENDER	
Please tick appropriate box :	
Male <input type="checkbox"/>	Female <input type="checkbox"/>
ETHNIC ORIGIN	
Please tick :	
Kurdish Turkish Cypriot (Greek) (Turkish) Asian (Indian) (Pakistani) (Bengali) (Other) UK White Irish Jewish (Orthodox) (European)	Chinese Vietnamese Latin American UK Black Caribbean (West Indian) (Other) African Eritrean Somali OTHER : please state
DISABILITY	
Do you have a disability? YES NO	
If YES, are you registered disabled?	
If No, are you awaiting registration?	