

ETHICS, EQUALITY AND DIVERSITY POLICY

1. INTRODUCTION

Dublin Maccabi Trust (the “Trust”) is committed to equality of opportunity in all its policies, practices and services.

We aim to ensure that no employee, advisor or consultant experiences less favourable treatment on the grounds of gender, marital or family status, sexual orientation, religious belief, age, disability, race or membership of the Travelling Community, in terms of recruitment, employment or engagement.

Equality of opportunity is an integral part of the Trust’s overall policy and relies on the contribution of Trustees and staff in ensuring the overall effectiveness of the application of the policy. While equal opportunities are formally assigned as an integral part of the responsibility of Trustees, all staff are encouraged to promote equality for all in the workplace.

2. STATEMENT OF COMMITMENT

This policy seeks to ensure that the Trust:

- Is free from discrimination, sexual harassment, harassment or victimisation;
- Accommodates diversity across the nine grounds covered by the equality legislation;
- Makes reasonable accommodation for employees with disabilities; and
- Seeks to promote equality and implementing positive action where necessary.

The 9 equality grounds detailed under the Employment Equality legislation are as follows:

- Gender: a man, a woman or transgender person;
- Civil Status: covering a person who is single, married, separated, divorced or widowed, in a civil partnership or previously in a civil partnership;
- Family Status: covering a person who is pregnant, a parent of a person under 18 or the resident primary carer or a parent of a person with a disability;
- Sexual Orientation: a person’s sexual orientation including gay, lesbian, bisexual and heterosexual ;
- Religion: Covering different religious belief, background or none;
- Age: a person’s age, this does not apply to a person aged under 16;
- Disability: Covering people with physical, intellectual, learning, cognitive or emotional disabilities and a range of medical conditions;
- Race: Encompassing race, skin colour, nationality or ethnic origin; and
- Traveller Community: recognised as an ethnic group.

The Trust aims to ensure that no individual or group is directly or indirectly discriminated against for any reason with regard to employment or engagement.

2.1 Aims

The Trust's Equality and Diversity Policy will work to ensure that everyone who interacts with the Trust is:

- Treated fairly and without discrimination throughout their dealings with the Trust;
- Treated equally in a healthy and safe environment free from hazards; and
- Treated with dignity and respect in a fair and consistent manner in an environment where inappropriate behaviour is not acceptable.

2.2 Scope

This policy applies to:

- All employees, all applicants for employment, Trustees and members and relates to all areas of employment practice including recruitment and selection, training and development, progression (including promotion), pay, employment conditions and retention.

3. SELECTION AND RECRUITMENT

3.1 Employment

The Trust is committed to equal opportunity of employment and all employment decisions will be based on merit, qualifications and abilities. Employee rights under the Employment Equality Act are guaranteed and no one will receive less favourable treatment than someone else because of their gender, civil status, family status, sexual orientation, religious belief, age, disability, race or membership of the Travelling Community.

This Policy is underpinned by the numerous Equal opportunities, Health & Safety Policies and Codes of Conduct (for both Staff and Members) already embedded in the Trust's structure. The Trust will ensure that the principles of employment equality are applied to recruitment, promotion, training, career development and to all terms and conditions of employment.

The Trust will strive to achieve equality of opportunity by continuously monitoring its employment practices to ensure that it creates a positive working environment at all times.

4. TRAINING AND DEVELOPMENT

4.1 Training

A balanced participation by both men and women in the training opportunities open to them will be encouraged and extraneous factors will not influence training decisions.

4.2 Promotion

Trustees will ensure that all staff are aware of career/promotional opportunities by circulating details and posting them at obvious points throughout the organisation.

4.3 Grievances

The Employment Equality and Equal Status Acts provides protection for individuals who, in good faith, have acted in pursuance of a claim under any of those Acts. The Trust will treat all complaints by individuals with fairness and sensitivity and in as confidential a manner as possible.