

Brighter Communities Worldwide Equality & Diversity Policy

May 2018

Policy Purpose

The purpose of this equality and diversity policy is to provide Brighter Communities Worldwide with a frame of reference to follow to ensure our equality statement is integrated into all that we do and to honour our legal responsibilities and obligations.

Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. Brighter Communities Worldwide works to fulfill its responsibilities across the spectrum of policy relating to Equality, Anti-Poverty, Social Inclusion Strategy and Human Rights. All employees and volunteers will be helped and encouraged to develop their full potential and their talents and resources will be fully utilized to maximize the efficiency of the organization.

Policy Scope

This policy applies to Brighter Communities Worldwide with the following functions –

- An employer
- A partner in community development
- Communications
- Volunteer management
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Brighter Communities Worldwide Equality Statement

Introduction

This statement demonstrates our commitment to equality, diversity and human rights and to bringing this commitment into the work of our organisation.

By honouring this statement, we will fulfil our obligations under the Universal Declaration of Human Rights, Irish Employment Equality Acts 1998, Kenyan National Constitution 2010 and the Kenyan National Gender and Equality Act 2011 to have regard to the need to protect human rights, promote equality of opportunity and eliminate discrimination.

We are committed to supporting the communities that we work with to achieve change in their lives that will empower them and improve the health, education and economy of their household. We believe this change happens through valuing diversity in communities and building programmes that give equal access according to the needs of the people.

Our Values

Three core values underpin everything we do as an organisation, every decision we make and also helps communicate the way we work and how we do things.

1. **Integrity** - *We are an organization built on integrity and good governance with a track record for success.*
 - **Through our work we aim to ensure that -**
 - **We follow best practice in how we govern the organisation.**
 - **We require the same commitment from our partners, donors, stakeholders, volunteers, staff and supporters.**
 - **We support and encourage transparency, openness and accountability with all our partners.**

2. **Passion** - *We work passionately in all that we do to realise our vision across communities.*
 - **Through our work we aim to ensure that -**
 - The people we work with live healthier lives and are supported and empowered to create better futures for themselves.
 - The need to protect and advocate for Human Rights is implicit in our approach to community development.
 - We advocate for people who don't have a voice and ensure that in our communications we show respect for their dignity, belief in the equality of all people and promote fairness, solidarity and justice.
 - We ensure that our stories and communications are put across with passion and honesty and in keeping with the Dochas Code of Conduct on Images and Messages.

3. **Togetherness** – *We work together with all our stakeholders; all programmes are based on community needs as identified by themselves.*
 - **Through our work we aim to ensure that -**
 - We actively include all members of the community in the work that we do without discrimination.
 - We work with the community to support them in identifying and prioritising their needs and all of our plans are based on those needs.
 - We give people the tools to build on what they already have and build on the traditional way of doing things to improve lives for everyone.
 - We work in structured partnership with local people, officials, NGO's and governments.
 - Our staff and volunteers work as a team to deliver our programmes objectives.

How we bring this statement to life in our work

This statement will support Brighter Communities Worldwide to keep an equality, diversity and human rights focus to our work and to keep our values alive and central to the decisions we make and the work that we do.

We will use this statement –

- At board and staff meetings as a guide to decision-making and to ensure that we keep our values alive
- As part of accessing performance of individual staff and board members.
- With all our stakeholders to keep them informed of the values that motivate our work.
- In conjunction with our communications strategy to ensure that our values and commitment to equality, diversity and human rights are inherent to all our communications.
- To inform programme and policy development and review process.
- To inform the development and evaluation of our volunteer programme.
- We will keep the statement under review and update is as necessary in line with our regular review of organisational policies.

Equal Opportunity Objectives

Brighter Communities Worldwide is committed to ensuring that no person is treated less favorably on the grounds of:

- Gender
- Civil status
- Disability
- Race
- Color
- Ethnic or national origin/tribe
- Family status
- Membership of the traveler community
- Antibody status
- Sexual orientation
- Age
- Political or religious belief
- Responsibility for dependents
- Trade union membership
- Criminal conviction save it conflicted with values, policies and ethos of organisation
- Recovering from an addiction status

Brighter Communities Worldwide is committed to valuing diversity by promoting and implementing equal opportunities in all its programmes based on the needs of the community. Brighter Communities Worldwide develops and implements ethical standards and practices in dealing with all our stakeholders and all contacted agencies. The organisation's commitment to ethical behavior is widely communicated in its explicit statement and is rigorously upheld.

Brighter Communities Worldwide values the diversity of the community we work with and wants its activities to be accessible, relevant and meaningful to everyone irrespective of gender, race, ethnic origin, disability, age, nationality, national origin, sexuality, religion or belief, antibody status, civil status and social class. To this end, Brighter Communities Worldwide is committed to:

- Valuing and respecting diversity and benefiting from our differences;
- Creating a positive, safe, accessible environment and culture in which discrimination has no part and where everyone can achieve their full potential;
- Listening to, engaging and collaborating with a wide range of partners and agencies in order to continually improve our equality practice;
- Promoting equal opportunities in all aspects of employment and our development as an active community based organization;
- Supporting positive action programmes where there is a clearly identified need;
- Mainstreaming equal opportunities into all employment and business decisions by developing systems and processes which are accessible and transparent;
- Ensuring all projects and programmes supported by Brighter Communities Worldwide mainstream equality and diversity as core components;
- Taking necessary action when non-compliance with the Policy is identified
- Securing resources to ensure that this commitment is achieved.

Commitments

Brighter Communities Worldwide is committed to upholding the following principles which promote equality and encourage diversity:

Commitment	Evidence of how we implement this commitment
To create an environment where individual input of all employees, partners and volunteers are acknowledged and respected.	Partnership seminars; evaluations; feedback; staff reviews
To ensure that every member working in our environment upholds dignity and respect to all. No form of intimidation, bullying, or harassment will be tolerated.	Volunteer code of conduct; staff training; culture of respect within the organization; We have a Dignity at work policy
To ensure that our employment practices including recruitment, development, appraisal, progression opportunities, retirement are accessible and fair to all.	HR Policy; implementation of Core Humanitarian Standards;
To regularly review all employment and volunteering practices and procedures ensuring that no less favorable treatment is applied to any applicant, staff or volunteers	HR manual is reviewed at 3 year intervals; Comhlamh Code of Good Practice on overseas volunteer management is self-audited annually; refer to Equality & Diversity policy when reviewing related policies
To regularly review facilities to ensure they are accessible and appropriate to all.	Accessibility is always taken into account when booking venues for trainings & events
To treat the infractions of the diversity and equality policy as a misconduct and to take disciplinary proceedings where necessary.	We have a disciplinary Policy
To guarantee the policy is fully implemented by the executive committee.	
To monitor and review the policy at 3 year intervals.	Policy is part of the organisations Policy & Code log maintained by the executive and the board of directors
To ensure the policy complies with the relevant law and regulations.	Irish Employment Equality Act 1998 Irish Employment Act 2004 The Irish Constitution 1937 Kenyan National Gender and Equality Act 2011 Kenyan National Constitution 2010
To keep our commitment to equality & diversity to the forefront all our communications.	Publish the Equality Statement on our website; signatory to the Dochas Code of Conduct on Images & Messages; feedback mechanism on our website;