



Equality and Diversity

2022

INTRODUCTION:

The purpose of this Policy is to ensure that all employees, our beneficiaries and the communities that we serve, are protected from unfair treatment and benefit from an environment that promotes equality and diversity at work.

This Policy applies to the Self Help Africa Board, all United Purpose Board, all Self Help Africa (and subsidiary company) employees, including affiliate organisations, and to all paid and unpaid consultants, contractors, interns, secondees and volunteers that provide supplies, services or support or promote its work at any location in or out of Ireland. All such parties are referred to as “employee” in this document. Hereafter “Board” is employed as a collective term and refers to the GG Board as well as the boards of Self Help Africa UK, Self Help Africa NI, United Purpose, Concern Universal, Partner Africa, TruTrade and the boards of any entities that may form part of the group in the future. The Gorta Group is employed as a collective term and refers to Self Help Africa, United Purpose, Concern Universal, Partner Africa, TruTrade or other entities that may form part of the group in the future.

This Policy also applies to Gorta Group partners, vendors and other third parties, where it is included or referenced in relevant bid or tender documents, agreements, memorandums, purchase orders or contracts.

Version Control

<i>Version No.</i>	<i>Date</i>	<i>By (Name, Position)</i>	<i>Details of changes</i>	<i>Reviewed and approved by (Name, Position)</i>
1	28.02.2019	David Dalton, Executive Director	N/A	SHA Board on 28.02.2019
2	25.11.2021	David Dalton, Executive Director	Includes UP references Format has changed Includes ARISE details Gender identity included Related Policies and Procedures added in	GSHA Board on 25.11.2021

David Dalton

Executive Director

Peter McDevitt

Chief Finance and Operations Officer

Purpose

The purpose of this policy is to ensure that all employees are aware of their rights, duties and obligations in line with equality and diversity for all.

Scope

This policy applies to all Employees.

The policy also applies to the advertising of jobs and recruitment and selection, terms and conditions of employment, training and development, opportunities for promotion, conditions of service, benefits and pay and performance review procedures.

The Gorta Group supports employees who have commitments outside of work, irrespective of whether they have caring responsibilities and to helping its employees fulfil their potential at work whilst finding the right work/life balance by offering flexible working hours, working from home and part-time work whenever possible.

Additional areas that demonstrate the Gorta Group's commitment to equality and diversity are that we strive to have gender balanced teams and monitor gender and pay across the organisation. We have a zero tolerance of bullying and harassment, including sexual harassment and we plan to include unconscious bias training in our recruitment training.

Policy

In line with the ARISE principles of honesty, integrity, accountability, openness and speaking truth to power, the Gorta Group is committed to creating an environment that promotes equality and diversity at work. Equality can be described as breaking down any barriers, eliminating discrimination and ensuring equal opportunity and access for all employees, volunteers, consultants and partners, the basis of which is supported and protected by legislation.

Diversity can be described as celebrating and valuing the differences between people and the ways in which those differences can contribute to a richer more creative and more productive working environment. Each person is an individual with visible and non-visible differences and by respecting this everyone can feel valued for their contributions which is beneficial not only for the individual but for group. Diversity is about respecting an individual's

- Race
- Age
- Ability
- Culture
- Marital Status
- Family Structures
- National Origin
- Religion
- Health
- Gender
- Ethnicity
- Values
- Sexual orientation
- Disability
- Politics
- Gender Identity

Equality and Diversity are not inter-changeable but are inter-dependent. The Gorta Group believes that there can be no equality of opportunity if difference is not valued, taken account of, and harnessed. The Gorta Group believes that embracing equality and diversity in the workplace benefits not just the organisation but also individual employees, volunteers, consultants and our partners and target population. All our employees bring their own background, work style, distinct capabilities, experience, and characteristics to their work. We recognise that our talented and diverse workforce reflects the diversity of our customers and markets, and we want to utilise the widest range of skills, knowledge and experience in our business while complying with the grounds outlined in legislation in both Ireland and the UK. These grounds as already mentioned include age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race (includes colour, nationality, caste, and ethnic origins); religion and or belief; sex; sexual orientation and membership of the Traveler community. The Gorta group believes it is vital to “widen the gate without lowering the bar,” as change with regard to diversity is not just about ‘getting into an organisation’ but also about getting on in that organisation.

As well as treating people with dignity and respect, the Gorta Group strives to create a supportive environment in which all employees can flourish and reach their full potential, regardless of differences, experience, or education. Harnessing the wide range of perspectives this diversity brings promotes innovation and helps make us more creative and enables us to better fulfil our organisation’s mission of supporting sustainable livelihoods and food and nutrition security for our community’s smallholder farmers.

Commitment to Equality & Diversity

The Gorta Group strives to be an Equal Opportunity Employer and will formulate and implement policies and practices that value diversity, provide equality of opportunity, and ensure that no job applicant, employee, customer, or business associate receives less favourable treatment based on any of the above mentioned grounds. We will also ensure that other policies and practices reflect our commitment to treating people fairly, promoting a culture of inclusion and respecting the dignity of employees at all times.

Managers will promote equality and diversity and proactively eliminate any potential inequities that may run counter to the organisation’s policy.

Our recruitment policy reflects our belief that diversity in all areas, including cultural, generational, language and national backgrounds, is necessary to help us to succeed in delivering our organisational mission. The Gorta group will not discriminate against any prospective employee during the recruitment process. Interviews will be carried out objectively and individuals will be judged on merit and their ability to do the job. It is our policy to ensure that as much accommodation as possible is carried out to facilitate the participation of People Living With Disabilities (PLWD) in the recruitment process and in the workplace.

Performance appraisals and feedback will be carried out in a sensitive, non-discriminatory manner. The Gorta Group will offer the same development and training opportunities to all employees to achieve high standards of performance.

RELATED POLICIES AND PROCEDURES

The Gorta Group Equality & Diversity Policy is linked to a suite of policies, procedures, and practices:

Child Safeguarding Statement – IRL	Child Protection Policy	Safeguarding Policy Statement	Protection from Sexual Exploitation & Abuse Policy
Code of Conduct	Complaints Policy	Whistleblowing Policy	Recruitment Policy
Employee Handbook/Manual	Reporting Options including External 3rd party	Social Inclusion Policy	Human Rights & Anti-Trafficking Policy
Email & Internet Use Policy	Data Protection Policy	Information Sharing guidelines	Wrongdoing Investigation's procedure
	Tender and supplier selection	Partner Due Diligence	