



Gaelic Games Council of Britain (GGCB)
Equal Opportunities Policy

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INTRODUCTION

1. GGCB is committed to the promotion of equality of opportunity. We are opposed to all forms of unlawful and unfair discrimination, both direct and indirect, in terms of both employment and the provision of goods, facilities and services. The aim of this policy is to help all staff and volunteers develop their full potential, to ensure that the talents and resources of the staff and volunteer base are fully utilised, and that users/providers of goods, facilities and services attaching to GGCB are treated fairly.

2. GGCB will treat all staff and volunteers equally, irrespective of:
 - ◆ gender, (including persons who intend to undergo, are undergoing or have undergone gender reassignment)
 - ◆ marital status or Civil Partnership or family status
 - ◆ religious belief or political opinion
 - ◆ disability
 - ◆ race or ethnic origin
 - ◆ nationality
 - ◆ sexual orientation
 - ◆ age
 - ◆ dependency / caring status
 - ◆ Pregnancy or Maternity Leave

3. We are opposed to all forms of unlawful and unfair discrimination. All job applicants, employees and others who work for us, along with those who use or provide goods, facilities or services attaching to GGCB will be treated fairly and will not be discriminated against on any of the above grounds. Decisions about recruitment and selection, promotion, training or any other benefit will be made objectively and without unlawful discrimination.

Our equal opportunities policy will help all those who work for us to develop their full potential and the talents and resources of the workforce will be utilised fully to maximise the efficiency of the organisation.

COMMITMENT

4. We are committed to:

- Promoting equality of opportunity for all persons
- Promoting a good and harmonious working environment in which all persons are treated with respect and dignity
- Preventing any form of direct or indirect discrimination, harassment or victimisation
- Fulfilling all legal obligations under the relevant equality legislation and associated Codes of Practice
- Complying with our own equal opportunities policy and associated policies
- Taking lawful affirmative or positive action, where appropriate
- Regarding all breaches of equal opportunities policy as misconduct which could lead to disciplinary proceedings.
- Promoting equal opportunities for women and men.
- Promoting equal opportunities for people with disabilities.
- Promoting equal opportunities for the beliefs of all individuals.
- Promoting equal opportunities for ethnic minorities.
- Promoting equal opportunities for people of different sexual orientation.
- Promoting a good and harmonious working environment where all men and women are treated with respect and dignity and in which no form of intimidation or harassment will be tolerated.

This policy is fully supported by Senior Management and has been agreed with our Executive Board.

IMPLEMENTATION

5. The Secretary of GGCB has specific responsibility for the effective implementation of this policy. Senior Managers and line managers also have responsibility for implementing

aspects of the policy. GGCB expects all staff and volunteers to abide by the policy and help create the equality of opportunity environment that the policy seeks to establish.

6. Specifically, the display of flags, emblems, posters, graffiti; the circulation of materials or the articulation of slogans or songs in the workplace which are likely to cause offence to or apprehension for anyone from the groups at Clause 2 above is not permitted.
7. This policy will be communicated to all staff through induction training and will be contained in the staff handbook and made known to job applicants.
8. Appropriate training will be provided for staff and volunteers on equality and diversity when appropriate.
9. Progress on the implementation of this policy and the equal opportunities programme will be reviewed annually in consultation.

MONITORING AND REVIEW

10. The provision of equality of opportunity will be monitored through the collection of information on staff and volunteers. This will include, as a minimum, information on age, ethnic background, gender and status as a disabled person of all staff and job applicants. GGCB will also monitor the workforce composition and undertake periodic reviews as required by Article 55 of the Fair Employment and Treatment (Northern Ireland) Order 1998.

COMPLAINTS

11. Employees and Volunteers who believe they have been subject to any form of discrimination, harassment or victimisation are entitled to raise the matter through the agreed procedures. We have established an internal grievance procedure to deal with such complaints and we would encourage aggrieved employees to use it. All complaints will be dealt with seriously, promptly and confidentially.

12. In addition to our internal procedures, employees have the right to pursue complaints of discrimination to an industrial tribunal or the Fair Employment Tribunal under the following anti-discrimination legislation:

- Sex Discrimination (Northern Ireland) Order 1976, as amended
- Disability Discrimination Act 1995, as amended
- Race Relations (Northern Ireland) Order 1997, as amended
- Employment Equality (Sexual Orientation) Regulations (Northern Ireland) 2003
- Fair Employment and Treatment (Northern Ireland) Order 1998, as amended
- Employment Equality (Age) Regulations (Northern Ireland) 2006
- Equal Pay Act (Northern Ireland) 1970, as amended.

Applicable legislation in Southern Jurisdiction:

- Anti-Discrimination (Pay) Act 1974
- Employment Equality Act 1998-2015
- Equal Status Acts 2000-2015

13. GGCB will make every effort to ensure that staff or volunteers making complaints will not be victimised. Any complaint of victimisation will also be dealt with seriously, promptly and in complete confidence and may result in disciplinary action which may lead to suspension or dismissal.

DIRECT DISCRIMINATION

14. Direct discrimination occurs when a person is treated less favourably than another on the grounds of their gender, marital or family status, religious belief or political opinion, disability, race or ethnic origin, nationality, sexual orientation and age.

INDIRECT DISCRIMINATION

15. Indirect discrimination can occur when a requirement or condition, which cannot be justified on grounds other than gender, marital or family status, religious belief or political opinion, disability, race or ethnic origin, nationality, sexual orientation and age is applied equally but has the effect in practice of disadvantaging a considerably higher proportion of persons in one or other of the above groups.

DISABILITY DISCRIMINATION

16. Disability discrimination occurs when for a reason related to their disability, a disabled person is treated less favourably than other people, and this treatment cannot be justified. It also occurs when an employer fails to comply with the duty to make a reasonable adjustment in relation to the disabled person, and the failure cannot be justified. An employer cannot justify less favourable treatment if, by making a reasonable adjustment, it would remove the reason for the treatment.

VICTIMISATION

17. Victimisation occurs when a person is treated less favourably than another because that person has, for example, asserted rights under any of the discrimination laws or has helped another person to assert such rights or given information to the relevant statutory body, or because it is suspected that the person might do any of these things.

EQUAL OPPORTUNITIES MONITORING INFORMATION

GGCB is committed to promoting equality and diversity. It is our policy to provide employment equality to all, irrespective of gender, including gender reassignment, marital or civil partnership status, having or not having dependants, religious belief or political opinion, race, disability, sexual orientation and age.

We are opposed to all form of unlawful and unfair discrimination. All job applicants, employees and others who work and volunteer for us will be treated fairly and will not be discriminated against on any of the above grounds. Decisions about recruitment and selection, promotion, training or any other benefit will be made objectively.

STATUTORY MONITORING REQUIREMENTS:

Since 1990, under Fair Employment Legislation, specified public authorities and registered employers have a legal duty to monitor the community background and sex composition of their workforces. To enable us to comply with this, please indicate the following:

Sex:

Please indicate your sex by ticking the appropriate box below:

<input type="checkbox"/>	Male
<input type="checkbox"/>	Female

VOLUNTARY MONITORING:

We do not have a legal duty to collect the following information; however, as an Organisation with a commitment to Equality we would ask that you also answer the following questions:

Disability:

Under the Disability Discrimination Act 1995 a person is considered to have a disability if he/she has a physical or mental impairment which has a substantial and long-term adverse effect on his/her ability to carry out normal day to day activities. Do you consider that you meet this definition of disability?

Yes No

If you have answered yes, please state the nature of the impairment:

Date of Birth:

Please state your

Day		Month		Year			

date of birth

Are you married / in a civil partnership?

<input type="checkbox"/>	Single
<input type="checkbox"/>	Married/ in a civil partnership
<input type="checkbox"/>	Separated
<input type="checkbox"/>	Divorced/Civil Partnership dissolved
<input type="checkbox"/>	Widowed/ surviving partner of civil partnership

Country of Birth

<input type="checkbox"/>	
<input type="checkbox"/>	Northern Ireland
<input type="checkbox"/>	
<input type="checkbox"/>	Republic of Ireland

Other _____

To which of these ethnic groups do you consider you belong? (Please select the most appropriate option)

White	<input type="checkbox"/>	Chinese	<input type="checkbox"/>	Irish Traveller	<input type="checkbox"/>
Indian	<input type="checkbox"/>	Pakistani	<input type="checkbox"/>	Bangladeshi	<input type="checkbox"/>
Black Caribbean	<input type="checkbox"/>	Black African	<input type="checkbox"/>	Black Other	<input type="checkbox"/>
Other	_____				

What is your sexual orientation?

<input type="checkbox"/>	Members of the same sex
<input type="checkbox"/>	Members of the opposite sex
<input type="checkbox"/>	Members of the same sex and of the opposite sex
<input type="checkbox"/>	Other
<input type="checkbox"/>	Not disclosed

Do you have personal responsibility for the care of.....? (Tick each box that applies)

<input type="checkbox"/>	A child or children
<input type="checkbox"/>	A person with a disability
<input type="checkbox"/>	A dependent older person
<input type="checkbox"/>	None of the above
<input type="checkbox"/>	Not disclosed

Thank you for completing this form. The information you supply will be treated in the strictest confidence and will only be used for monitoring our equality of opportunity in employment policy.