

## **Equal Opportunities Policy**

Mustafia Sharif Charity aims to ensure that as a grant-maker, service provider and employer, no individual or group experiences discrimination, harassment or victimisation on any grounds.

This includes eliminating discrimination in its own policies and practices and those areas over which it has influence, within the framework of the following existing legislation:

- Equal Pay Act 1970
- Sex Discrimination Act 1975
- Race Relations Act 1976
- Disability Discrimination Act 1995
- Human Rights Act 1998
- Race Relations (Amendment) Act 2000
- Civil Partnership Act 2004
- Disability Discrimination Act 2005
- Equality Act 2006

and the following regulations:

- Sex Discrimination (Gender Reassignment) Regulations 1999
- Race Relations Act 1976 (Amendment) Regulations 2003
- Equal Pay Act (EPA) 1970 (Amendment) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion or Belief) Regulations 2003
- Employment Equality (Sex Discrimination) Regulations 2005
- Employment Equality (Age) Regulations 2006

The intention of this policy is to ensure that all employees and recipients of funding, both potential and actual, are treated equally and as individuals regardless of age, disability, ethnic or national origin, gender, marital or parental status, nationality, political belief, race, religion or sexual orientation.

This Equal Opportunities Policy will be implemented across all aspects of the Trust's work:

- the appointment of staff, their conditions of service and employment procedures;
- policy making and funding schemes;
- all dealings with the public and grant applicants;
- conditions of funding;

and will involve the Trust in initiating and supporting appropriate action to eliminate the barriers which prevent equality of access to the arts.

## **Employment Policy**

Mustafia Sharif Charity is committed to a policy of equality of opportunity in its employment practice.

In particular the Trust aims to ensure:

- that no job applicant or employee receives less favourable treatment than another on grounds of age, disability, ethnic origin, marital or parental status, political belief, race, religion, gender or sexual orientation;
- that no job applicant or employee is placed at a disadvantage by requirements or conditions which have a disproportionately adverse effect on his/her section of the community; that where appropriate and where permissible under equal opportunity employment laws, employees of underrepresented groups will be given training and encouragement to achieve equality of opportunity within the Trust.

To help fulfil its commitment to equal opportunities the Trust will collect and monitor records of age, disability, ethnic origin, marital status and gender.

## **Outreach**

In order to ensure that our funding programmes are accessed by a broad spectrum of society, the Trust will actively engage with under-represented groups to encourage individuals and organisations to apply, and where necessary, reflect this priority in its funding criteria.

All information relating to the activities of the Trust, including its varied funding programmes, policies and criteria are publicly available and published on its website. Where possible, we endeavour to provide information in languages other than English, primarily in Arabic, Punjabi, and Urdu. In addition to responding to enquiries, Mustafia Sharif Charity will disseminate information about its activities to Muslim communities across the UK and the general public.

## **Auditing and Monitoring**

Where the Trust offers grant-funding or support to an organisation, applicants will be required to submit an equal opportunities policy for funding as a pre-condition for considering a grant application.

Through its Annual Review, the Trust will collate a report on its progress with the implementation of equal opportunities policies as identified in this document. This will include information relating to beneficiaries of grant funding, either as individuals or through a funded organisation.

## **Targeted Programmes**

Where, through its monitoring, the Trust identifies particular instances of under-provision or an unmet social need, it will consider whether to establish specific targeted initiatives or programmes designed to enable particular sections of the community to develop and access welfare support.

Updated April 2020 ver 1.1