





34. We will ensure that all staff have received an appropriate level of training for them to develop an overall awareness of equality and diversity issues, and to enable the prevention of discrimination in all our areas of operation.
35. We will provide support to staff with special needs to allow them to undertake their work and participate as fully as possible in the organisations work and activities.

#### **Age Equality**

36. Omega is committed to eliminating age discrimination and will endeavour to improve the way in which we work to eliminate discrimination. We will seek to ensure that age does not become a social dividing line.
37. We will endeavour to promote greater social inclusion for people of all ages and will promote inclusive services.
38. We will encourage employees of all ages to develop and contribute.
39. We will provide services based on need, regardless of age. Age will not be used as a criterion to restrict access to services.
40. In relation to employment we will ensure compliance with the new Equalities Act 2010.

#### **Sex Equality**

41. Omega is committed to eliminating sex discrimination and enabling men and women to participate on an equal basis. We are also committed to the principles of individuality and diversity, and we acknowledge our duties under the Sex Discrimination act 1975 (amended 1986) the Equal Pay Act 1970 (amended 1984) and the Human Rights Act 1998.
42. We will endeavour to ensure, in all areas of our business operation, that both men and women are protected from unlawful discrimination and treated equally. To assist with the achievement of this objective we will:
  - Encourage men and women to participate equally in decisions which affect their lives.
  - Ensure that female and male employees are paid the same for doing work of equal value and have the same service conditions.
  - Ensure that employees can work in an environment that values them as individuals and is free from sexual harassment.
  - Confront unlawful discrimination and promote sex equality through learning and development.
  - Sensitively handle any allegations of sexual discrimination and harassment by providing appropriate support to alleged victims; and
  - Ensure that consultants, contractors, suppliers, and partners are aware of our policy and the expectation that their own policies will include, as a minimum, a commitment to equal opportunities.

#### **Equality for People with Disabilities**

43. Omega is committed to eliminating discrimination against disabled people and ensuring that people with disabilities can participate fully as equal citizens. We acknowledge our duties under the Disability Rights Act 1995 and 2005 and the Human Rights Act 1998.
44. We will endeavour to ensure that in carrying out our duties that those with disabilities are free from prejudice and discrimination. To assist in the achievement of this target we will:
  - Consider, via consultation, the needs of individuals with disabilities when planning and delivering services.
  - Provide information to customers in a format appropriate to their needs.
  - Undertake all reasonable efforts to assist employees who are, or who become disabled to remain in Omega's employment.
  - Ensure staff, Board Members and Customer Representatives receive appropriate training in disability awareness and equality; and
  - Ensure that consultants, contractors, suppliers, and partners are aware of our policy and the expectation that their own policies will include, as a minimum a commitment to equal opportunities.

#### **Race Equality**

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