



Red Card Gambling Support Project C.I.C.

Equal Opportunity Policy

RED CARD GAMBLING SUPPORT PROJECT CIC

RED CARD GAMBLING SUPPORT PROJECT CIC believes Equal Opportunity can deliver advantages to our business and workplace, and we adhere to the equality act of 2010.

Treating people fairly has a positive impact on staff and customers and enhances our reputation as an employer of choice.

Equal Opportunity principles are in line with our aim to get the best from our people and give them the greatest opportunity to do their work well and develop as individuals.

All staff – full or part time / contract / casual / agents / voluntary / people working on our premises, and our clients / customers are covered by Equal Opportunity law and by this policy.

1. Equal Opportunity

Equal Opportunity means fairly treating staff and customers.

Fair treatment is:

- treating people as individuals without making judgments based on irrelevant personal characteristics
- creating a work environment free from discrimination, harassment, bullying and victimisation
- allowing all employees to work to their full potential
- making decisions based on merit.

2. Direct and Indirect Discrimination

Unlawful discrimination is unfairly treating people because of their particular personal characteristics or because they belong to a certain group.

*Red Card Project, 24 Millbrook Road, London, N9 7HX. Registered in England No. 09341478
CEO - Tony Kelly: 07444512184, Project Manager – Email: redcard.tony@gmail.com
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Discrimination can be direct or indirect. Indirect discrimination is treatment which appears to be equal but is unfair on certain people. To be unlawful it must also be unreasonable.

It is unlawful to unfairly treat people because of their:

Age	Pregnancy/Maternity
Sex	association with child
Gender reassignment	caring responsibilities
Race	identity of spouse
Disability	religious appearance or dress
Sexual Orientation	political opinion
Marriage/Civil Partnership	Religion/Belief
social origin	irrelevant criminal record
trade union activity	

It is unlawful to unfairly treat people in employment, education, providing goods and services, accommodation, clubs, and associations, granting qualifications, advertising, or selling land.

Sometimes discriminating behaviours are referred to as bullying. Bullying is behaviour which makes people feel offended, afraid or humiliated and in the circumstances, it is reasonable to feel that way.

Bullying behaviour relating to [age](#), [sex](#), [gender reassignment](#), [race](#), [disability](#), [sexual orientation](#), [marriage or civil partnership](#) [pregnancy or maternity](#), [association with child](#), [caring responsibilities](#), [identity of spouse](#), [religious appearance or dress](#), [political opinion](#), [religion/belief](#), [social origin](#), [irrelevant criminal record](#), or [trade union activity](#) is unlawful.

Legitimate comment on performance or work-related behaviour is not unfair treatment. Managers can give full and frank feedback in a constructive and sensitive way.

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3. Sexual Harassment

Sexual harassment is sexual behaviour which makes people feel offended, afraid or humiliated and in the circumstances, it is reasonable to feel that way.

Both men and women can sexually harass or be harassed.

Sexual harassment is determined from the point of view of the person feeling harassed.

It is how the behaviour is received not how it is intended that counts.

Sexual harassment can be:

- unwelcome touching or kissing
- comments or jokes, leering or staring
- sexual pictures, objects, emails, text messages or literature
- direct or implied propositions, or requests for dates
- questions about sexual activity.

Mutual attraction or friendship with consent is **not** sexual harassment.

4. Victimisation

Victimisation is unfairly treating people for complaining or helping others to complain, either within our organisation or to the Equal Opportunity Commission.

Unlawful victimisation is unfair treatment for complaints about discrimination or sexual harassment.

5. Statement of Commitment

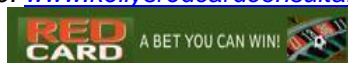
RED CARD GAMBLING SUPPORT PROJECT CIC commits to fair treatment in our policies, procedures, or practices in:

- employment – recruiting, selecting, terms and conditions, training, promotion and transfer, termination
- providing goods and services
- offering or providing education

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- offering membership to our club / association and providing benefits
- giving approval to qualifications

Discrimination, sexual harassment, and victimisation will not be tolerated.

6. Rights and Responsibilities

Equal Opportunity law gives rights and responsibilities to employees, current and potential, and to employers.

Staff have:

- the right for employment decisions to be made on merit
- the right not to be discriminated against, sexually harassed or victimised at work
- the right to be protected by their employers from these behaviours
- the right to complain
- the right to work in an environment free of discrimination and sexual harassment
- the responsibility not to discriminate against, sexually harass or victimise other staff or clients
- the responsibility to be familiar with Equal Opportunity policies and complaint procedures
- the right to report to management if they are being harassed by anyone in the course of their work.

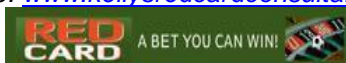
Customers or clients have:

- the right not to be discriminated against, sexually harassed, or victimised by the providers of goods and services
- a responsibility not to harass the providers of goods and services.

Employers have:

- the right to control, direct and monitor work performance
- the right to give legitimate comment on performance or work-related behaviour
- the responsibility to ensure that the workplace and goods and services offered are free from discrimination, sexual harassment, and victimisation
- the responsibility to take all reasonable steps to prevent these behaviours
- the responsibility to respond quickly, seriously, and effectively to any complaints.

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7. Our Practice

RED CARD GAMBLING SUPPORT PROJECT CIC has an Equal Opportunity Policy which applies to all.

RED CARD GAMBLING SUPPORT PROJECT CIC has the responsibility for implementing this policy.

Managers and supervisors have the responsibility to communicate the policy to employees and ensure it is followed.

RED CARD will follow the equality act guidelines in terms of duty of care, and where possible and practicable, we will make any necessary reasonable adjustments to accommodate those who may have a disability or impairment which may put them at a disadvantage to receive our service.

8. Complaints

The Chief Executive Officer has the ultimate responsibility for implementing this policy.

Any complaints about policy breaches will be dealt with quickly, seriously, and confidentially.

In the first instance contact **MR TONY KELLY [DIRECTOR/CEO]**. They can:

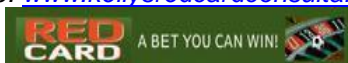
- hear your complaint
- give you information on policies and procedures
- discuss options to resolve the problem
- refer you for more help if needed.

In most cases, any further action will be guided by the person making the complaint.

If there is a risk to any employees' health or safety at work, action will be taken by management.

For further confidential help contact Mr Tony Kelly on 07787084341. Or by email - Tony@redcardgambling.org.

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Anyone making a complaint or helping someone else to complain about unlawful discrimination or harassment is protected from being victimised for complaining.

Anyone found to have breached this policy or the law, or to have made a false or malicious complaint, will be disciplined. Discipline may include demotion, suspension, or dismissal.

I support and endorse this Equal Opportunity Policy.

TONY KELLY,
CEO

Tony Kelly

Signature

10 February 2022

A handwritten signature in black ink, appearing to read "Paul Taylor".

Paul Taylor

Signature

10 February 2022

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