



Dragons Housing Co-operative Limited Equal Opportunities Policy

Purpose and scope

The purpose of this Equal Opportunities Policy is to communicate our commitment to equality of opportunity in employment, with the aims of ensuring that all co-op members and volunteers are treated fairly and equally, and supporting the Company's objective of providing a living and working environment that is free from all forms of discrimination.

The policy applies to all people living and working at for Dragons co-operative, including employees and other workers. All members are expected to put this policy into practice.

A copy of this policy will be distributed to all members of the coop and can also be found on the Dragons.cymru website and will be made available to other co-op members and volunteers on their engagement. Applicants may access the policy via dragons.cymru/members and will be sent a copy of the policy on request. In addition, members will receive briefing on this.

Any questions about the policy should be directed to **Dragons board of Directors**

The policy is regularly reviewed and may be amended at any time.

Policy statement

Dragons co-op, as clearly stated in the 7 principles of co-operation is fully committed to providing housing and other opportunities for, to individuals fairly and irrespective of age, disability, gender, gender reassignment, marital or civil partnership status, pregnancy or maternity, race including colour, ethnic or national origins and nationality, religion or belief or sexual orientation We aim to create a working environment that is free from discrimination and harassment in any form, in which all members, customers and suppliers are treated with dignity and respect.

The Company will not unlawfully discriminate in the arrangements we make for recruitment and selection or in the opportunities afforded for employment, training or any other benefit. All decisions will be made fairly and objectively. We aim, as far as reasonably practicable, to ensure that all our working practices are applied fairly and consistently and, where necessary, we will take reasonable steps to avoid or overcome any particular disadvantage these may cause and to promote equality.

Specific Responsibilities

The Company has overall responsibility for the effective operation of this policy and for ensuring compliance with the Equality Act 2010 and associated legislation and for observing relevant Codes of Practice.

Dragons directors are responsible for monitoring and reviewing the policy and for ensuring that all employment-related policies, procedures and practices adhere to this policy.

Creating equal opportunities in the workplace

There are a number of ways in which the Company aims to ensure equal opportunities in the workplace, including:



Recruitment and selection

Recruitment and selection procedures for new members will be free from bias or discrimination. Recruitment procedures will be conducted objectively and will be based upon specific and reasonable job-related criteria. Decisions regarding an individual's suitability for a particular role will be based on aptitude and ability.

We will consider making appropriate reasonable adjustments to the recruitment process to ensure that disabled applicants are not substantially disadvantaged.

Wherever possible we support flexible working and encourage applications from individuals seeking work on a part time or job share basis

[The Company will consider taking appropriate positive action to enable or encourage applications from persons with a protected characteristic that is under represented in the organisation.]

Employment policies and practices

The Company aims to ensure that employment policies and practices, including any rules or requirements, do not directly or indirectly discriminate and are applied in a non-discriminatory manner. In particular we will ensure that all disciplinary decisions are fair and consistent and that selection for redundancy is based on objective criteria.

Environmental responsibilities and permaculture

Dragons co-operative is also committed to exploring regenerative solutions to our relationship with the living world. We recognise that the world is entering a period of ecological crisis and climate emergency and all resource-based decisions need to be framed by and take into account this reality. We expect all members to use ecologically sound products where reasonably possible, this extends to organic cultivation of plants and soils, nontoxic cleaning products and a full commitment to recycling and composting.

Working environment

All individuals have a right to be treated with dignity and respect and the Company takes reasonable steps to protect staff from discrimination, bullying or harassment and, in the event of a complaint, we will take appropriate action to prevent, as far as possible, a further occurrence.

All staff are encouraged to report any incidents of inappropriate or unacceptable behaviour at work or that occurs during the course of employment, on or off premises, including at work social events (whether organised by the Company or not) or at formal or informal events involving staff, customers or other work-related contacts.

[The Company has a separate Harassment Policy and procedure for dealing with complaints of harassment.]

Equal Opportunities Monitoring



The Company will monitor the effectiveness of this policy to ensure it is achieving its objectives.

Raising a complaint of discrimination

If you believe you have been discriminated against, you should raise the matter to the directors of the co-op. Guidance may also be sought for Radical Routes secondary co-operative or co-operatives UK

Sector39 have produced training resources on the both the principles of co-operation and those of permaculture design and these should be made available to all members, prospective tenants, employees or volunteers. Dragons secondary rules rest on these principles.

Signed.....

(new co-op member)

Signed.....

(new co-op member)