

National Missing Persons Helpline Equality and Diversity Policy

Summary

This policy provides a framework for the National Missing Persons Helpline (NMPH) to meet the requirements of the Irish Human Rights and Equality Commission Act 2014.

The policy demonstrates NMPH commitment to equality of opportunity and anti-discriminatory practice both in the provision of services and as an employer.

Target Audience/Stakeholders –Board members, employees, volunteers and members of the Public

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1. Introduction

The National Missing Persons Helpline (NMPH) is committed to equality of opportunity in all its policies, practices and services. We aim to ensure that no Member, employee, volunteer, or stakeholder experiences less favourable treatment on the grounds of gender, marital or family status, sexual orientation, religious belief, age, disability, race or membership of the Travelling Community, in terms of recruitment, employment or accessing the Helplines services.

Equality of opportunity is an integral part of NMPH overall policy and relies on the contribution of the Board and staff in ensuring the overall effectiveness of the application of the policy. While equal opportunities are formally assigned as an integral part of the responsibility of the Board of NMPH, all staff and volunteers are encouraged to promote equality for all in the workplace.

2. STATEMENT OF COMMITMENT

2.1 Equality

This policy seeks to ensure that the NMPH and the services provided:

- Is free from discrimination, sexual harassment, harassment or victimisation;
- Accommodates diversity across the nine grounds covered by the equality legislation and meets the needs that are specific to particular groups of people.
- Makes reasonable accommodation for customers with disabilities; and
- Seeks to benefit all customers from across the nine grounds by promoting equality and implementing positive action where necessary.

The 9 equality grounds detailed under the Employment Equality legislation are as follows:

- Gender: a man, a woman or transgender person;
- Civil Status: covering a person who is single, married, separated, divorced or widowed, in a civil partnership or previously in a civil partnership;
- Family Status: covering a person who is pregnant, a parent of a person under 18 or the resident primary carer or a parent of a person with a disability;

- Sexual Orientation: a person's sexual orientation including gay, lesbian, bisexual and heterosexual ;
- Religion: Covering different religious belief, background or none;
- Age: a person's age, this does not apply to a person aged under 16;
- Disability: Covering people with physical, intellectual, learning, cognitive or emotional disabilities and a range of medical conditions;
- Race: Encompassing race, skin colour, nationality or ethnic origin; and
- Traveller Community: recognised as an ethnic group.

NMPH aims to ensure that no individual or group is directly or indirectly discriminated against for any reason with regard to employment or accessing its services.

2.2 Aims

NMPH Equality and Diversity Policy will work to ensure that everyone who interacts with the Helpline is:

- Treated fairly and without discrimination throughout their dealings with the Helpline;
- Treated equally in a healthy and safe environment free from hazards; and
- Treated with dignity and respect in a fair and consistent manner in an environment where inappropriate behaviour is not acceptable.

2.3 Scope

This policy applies to:

- All Board members, employees, all applicants for employment, volunteers of NMPH and all those who work on behalf of NMPH and relates to all areas of employment practice including recruitment and selection, training and development, pay, employment conditions and retention.
- All service users, visitors, customers and clients of NMPH, and relates to all services provided by NMPH in its activities both internal and external.

2.4 Other Policies

This policy should be read and is operated in conjunction with:

- Codes of Conduct (for Board members, Staff, Members and volunteers);
- Health & Safety Policies;
- Anti – Harassment/Anti-Bullying Policy (in relation to staff and in relation to customers)