

Fred Brookes Cultural Research and Strategy

Equality of Opportunity Policy

Last updated March 2009

Introduction

Fred Brookes addresses the issues of equality of opportunity in the following four ways:

1. Equal Opportunity Policy

Fred Brookes has adopted an equal opportunities policy (attached) which seeks to embody current best practice.

2. Diversity of Partners and Associates.

Fred Brookes works with partners and associates who include women, members of an ethnic minority community and people in the over-60 age group.

3. Working with a wide range of gateways to ensure access to information.

The address of Fred Brookes is not to the general public, but to authorities, corporations and small companies, academic institutions, individuals and agencies seeking the advice and research I can offer. Fred Brookes therefore targets information to the gateways where contact with such individuals and companies is likely to be made. In this way the most can be made of the limited resources available for information and dissemination. Fred Brookes seeks to ensure equality of opportunity in this respect by working with a range of gateways to ensure information is widely distributed across the community.

4. Monitoring

Fred Brookes monitors progress against management targets through the provision of reviews at six-monthly intervals, and annual reports and accounts.

Statement of Equal Opportunities Policy and Intent

Commitment to Equal Opportunities

Fred Brookes is accountable for the policies and programmes he develops, the services which he offers and the way he conducts his business.

His approach to the development of creativity and culture is based on equality of access and opportunity and recognition and celebration of diversity. Therefore Fred Brookes is committed to the development of policies and procedures which break down discrimination, whether intentional or unintentional, against any group or individual and which actively promote equality of opportunity.

This commitment is evidenced in the policies, priorities and practice which Fred Brookes advocates; the advisory, information, research and development services which he provides directly; the partnerships and programmes which he supports and develops, and within his own business practices as an employer, manager and contractor.

Statement of Intent

In determining policies and priorities, Fred Brookes will:

- respond to the distinctive needs of the relevant area in terms of its demographics and cultural profile
- recognise that certain groups and individuals in society are discriminated against on factors such as race, colour, gender, sexual orientation, religious affiliation, age, disability and seek through partnerships and the allocation of his resources to support programmes which militate against such disadvantage
- ensure that his own business practice is undertaken within a transparent framework for the ethical conduct of business

In the provision of direct services, including information, advice and brokerage, Fred Brookes will:

- publish information about the services which are available and promote them to the widest possible constituency within available resources
- wherever possible, provide services in forms and through media which address the special needs of particular groups or individuals, including making information available in large print.

In his work with partners, Fred Brookes will:

- seek to raise awareness of the needs of groups and individuals who may be subject to direct or indirect discrimination within current provision
- promote equal opportunities practice in both strategy development and service delivery

As an employer, manager and contractor, Fred Brookes will:

- develop terms and conditions of employment which provide for and underpin equal opportunities in staff retention, training and development
- operate employment, selection and contracting procedures and practices which promote equality of opportunity
- provide clear and unambiguous specifications for the responsibilities and services against which he invites applications and tenders
- substantiate the appointments made under such procedures and provide feedback to unsuccessful candidates
- take positive action to redress under-representation both in the workforce and in relation to consultancy opportunities making use of available statutory and legal provisions as appropriate

In all areas of his work, Fred Brookes will:

- produce plans as necessary to support the development and setting targets for achievement as appropriate
- develop codes of conduct and provide training to ensure that his partners and associates are fully equipped to implement this policy
- monitor and review his policies, programmes and procedures against stated targets for achievement
- advocate good practice in equal opportunities policy development and implementation

FB March 2009