



## Equal Opportunities & Diversity Policy

The Charity is an equal opportunity employer.

We are committed into being a successful, caring and welcoming place for all employees. We want to create a supportive and inclusive environment where our employees can reach their full potential, without prejudice and discrimination. We are committed to a culture where respect and understanding is fostered, and the diversity of people's backgrounds and circumstances will be positively valued.

The policy aims to achieve equality by removing any potential discrimination in the way that our employees are treated by fellow employees or the Charity, including: -

*people with disabilities, people of different sexual orientations, transgendered and transsexual people, people of different races, people on the grounds of their sex, those of faith and of no faith, in relation to their age, in relation to their social class or medical condition, people who work part-time, those who are married or in a civil partnership, women who are pregnant, have recently given birth or are breastfeeding.*

Discrimination can be either direct (receive less favourable treatment) or indirect discrimination (to be disadvantaged by less favourable conditions that cannot be shown to be justifiable). Some of the above are protected characteristics under the Equality Act 2010 and discrimination is prohibited, unless there is a legal exception under the Equality Act.

The Equality Act 2010 applies to how employees treat fellow employees, volunteers, visitors, suppliers and former employees.

The Charity is committed to equality of opportunity and to providing a service and following practices which are free from unfair and unlawful discrimination.

The aim of this policy is to ensure that no applicant or member of staff receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation, or is disadvantaged by conditions or requirements which cannot be shown to be relevant to performance. It seeks also to ensure that no person is victimised or subjected to any form of bullying or harassment.

The personal commitment of every employee to this policy and application of its principles are essential to eliminate discrimination and provide equality throughout the organisation.

Training, development and progression opportunities are available to all staff.

The trustees have particular responsibility for implementing and monitoring the equality and diversity policies and, as part of this process, all personnel policies and procedures are administered with the objective of promoting equality of opportunity and eliminating unfair or unlawful discrimination.

The monitoring of the effectiveness of the equal opportunities policy shall be reviewed on an annual basis.