

Equal Opportunities

The organisation aims to treat all job applicants, employees and volunteers fairly and equally, regardless of sex, pregnancy, trans-gender status, sexual orientation, religion or belief, marital status, civil partnership status, age, race, colour, nationality, national or ethnic origins or disability.



Through this policy and procedure and the training and development, we will do all we can to promote good practice in this area in order to eliminate discrimination and harassment within the project.

1. The organisation is an equal opportunities project. Equal opportunity is about good practises and efficient use of our most valuable asset, our employees and volunteers. Every employee and volunteer has personal responsibility for the implementation of the policy.
2. The organisation will not discriminate on grounds of sex, trans-gender status, pregnancy or maternity, sexual orientation, religion or beliefs, marital status, civil partnership status, race, ethnic origin, colour, nationality, national origins, disability or age, or any other grounds (whether prohibited by legislation or otherwise).
3. The non-discrimination principle includes the prohibition of discrimination against an individual because they associate with someone of a particular race, religion, sexual orientation, age, etc., for example an employee/volunteer who is married to someone of a minority ethnic origin or who socialises with gay or lesbian friends.
4. The policy applies to the process of recruitment and selection, promotion, training, conditions of work, pay or benefits and to every other aspect of employment or volunteer role.
5. Employees/volunteers should note that any action which has a disproportionate adverse impact on someone for a reasons mentioned above is unacceptable.
6. The organisation does not operate any compulsory retirement age, and each employee or volunteer may choose for him/herself when to stop working, subject to them continuing to be sufficiently fit to perform their role to a satisfactory standard.
7. Employees/volunteers who are disabled or become disabled in the course of their time in the project should discuss their needs with us. We can arrange to discuss with the employee what reasonable adjustments to their job or working conditions or environment might assist them in the performance of their duties. The employee will also be encouraged to suggest any adjustments that they believe would be helpful. Where reasonable and practicable, such adjustments will be made. There may, however, be circumstances where it will not be reasonable or practicable for us to accommodate proposals put forward by the employee.
8. Any volunteer/member of staff may complain about discriminatory conduct. The project is concerned to ensure that staff and volunteers feel comfortable about raising such complaints. No individual will be penalised for raising such a complaint unless the substance of the complaint is untrue or the complaint is made in bad faith, for example out of malice.
9. Where an employee or volunteer is falsely accused of discriminatory conduct, then they may implement our grievance procedure.
10. Any employee or volunteer who makes a false accusation of harassment will be subjected to disciplinary action. In serious cases, such behaviour may be deemed to constitute gross misconduct and may result in dismissal.