

Ref HR04 Equality, Diversity and Inclusion Policy



Equality, Diversity and Inclusion Policy

Statement of policy

Sherburn and Villages Community Trust is committed to encouraging equality, diversity and inclusion and not unlawfully discriminate because of the Equality Act 2010 protected characteristics ie. Age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality and ethnic or national origin), religion or belief, gender and sexual orientation.

It is the policy of the Trust to ensure that no user of our services, volunteer, job applicant or employee (permanent or temporary) receives less favourable treatment on the grounds detailed above, or is disadvantaged by conditions or requirements that cannot be shown to be justifiable.

The Trust recognises the great benefits in having a diverse workforce with different backgrounds, solely recruited on ability.

The application of recruitment, training, and promotion policies to all individuals will be on the basis of job requirements/role descriptions and the individual's ability and merits.

All employees and volunteers will be made aware of the provisions of this policy.

Procedures

Services, when available, will be offered to all members of the community strictly on a first come, first served basis.

All recruitment literature, descriptions and specifications for posts/roles will include only requirements that are necessary and justifiable for the effective performance of the job/task.

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All selection will only be on the basis of defined criteria and the applicant's suitability for the job/role. Where it is necessary to ask questions relating to personal circumstances, these will be related purely to job requirements/role descriptions and asked to all candidates.

The Trust will allocate duties between volunteers/employees only on the basis of an individual's suitability for the task and taking into account the exigencies of the service.

All employees/volunteers will be considered solely on their merits for career/role development, training and promotion with equal opportunities for all.

Discrimination

Sherburn and Villages Community Trust emphasises that discrimination is unacceptable conduct which may lead to disciplinary action under Disciplinary Procedures.

Any complaints of discrimination will be pursued through the Grievance Procedure.