



Policy: Equal Opportunities

The Charities aim is to ensure that all of its Volunteers are treated equally irrespective of disability, race, colour, religion, nationality, ethnic origin, age, sex or marital status. This policy sets out instructions that all Volunteers are required to follow in order to ensure that this is achieved.

1. POLICY

- 1.1. There shall be no discrimination on account of disability, race, colour, religion, nationality, ethnic origin, age, sex or marital status.
- 1.2. The Charity shall appoint, train, develop and promote on the basis of merit and ability.
- 1.3. Volunteers have personal responsibility for the practical application of the Charities Equal Opportunity Policy, which extends to the treatment of members of the public.
- 1.4. Supervisors who are involved in the recruitment, selection, promotion and training of Volunteers have special responsibility for the practical application of the Charities Equal Opportunity Policy.
- 1.5. The Discipline and Dismissal Policy is available to any Volunteer who believes that he or she may have been unfairly discriminated against.
- 1.6. Disciplinary action under the Disciplinary Procedure shall be taken against any Volunteer who is found to have committed an act of unlawful discrimination. Discriminatory conduct and sexual or racial harassment shall be regarded as **gross misconduct**.
- 1.7. If there is any doubt about appropriate treatment under the Charities Equal Opportunities Policy, Volunteers should consult a Trustee.