

Equality policy

Some people are discriminated against whilst trying to access or stay in work. This policy aims to set principles to avoid unlawful discrimination in these areas.

The Company recognises the importance of implementing processes ensuring fairness and transparency in recruiting and managing its staff.

Policy Statement

The Company is committed to the principles of equality of opportunity and is responsible for ensuring that no job applicants, employees, volunteers, staff, office holders and participants are unlawfully discriminated against because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (i.e. "Protected Characteristics").

The Company will encourage partner organisations, suppliers, sponsors and beneficiaries, to adopt and demonstrate their commitment to the principles and practice of equality as set out in this Equality Policy.

Legal requirements

With respect to the Equality Act 2010 and preceding legislation in equalities, the Company is required to not unlawfully discriminate because of the following characteristics:

- marital status or civil partnership status
- gender reassignment
- pregnancy and maternity leave
- sexual orientation
- disability
- race (including colour, ethnic or national origin and nationality)
- religion or belief
- age
- sex/gender

The above are known as protected characteristics.

Definitions

The Company recognises the following as being unacceptable:

Direct discrimination - Treating someone less favourably than you would treat others because of a protected characteristic.

Indirect discrimination - Applying a provision, criterion or practice which seemingly applies equally to all but practically can disadvantage individuals with a particular protected characteristic. They are only lawful if they can be objectively justified.

Harassment - Engaging in unwanted conduct relating to a relevant protected characteristic or unwanted conduct of a sexual nature where the conduct has the purpose or effect of violating the recipient's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for the recipient, or any other individual affected by this conduct. The Company is committed to ensuring that its paid staff and volunteers are able to conduct their activities free from harassment.

Bullying - Bullying may be classed as offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means that undermine, humiliate, denigrate or injure the recipient.

Victimisation - Subjecting someone to a detriment because he or she has in good faith:

The Company regards discrimination, harassment, bullying or victimisation, as described above, as serious misconduct.