

## **Equal Opportunities Policy**

This policy covers recruitment, induction, employee terms & conditions, conduct at work, disciplinary procedure, grievance procedure and every aspect of the organisation's work.

### **Policy Statement**

The Family & Community Group is striving to be an equal opportunity employer and will accept no form of discrimination. Its services will be provided for all, on a fair and equitable basis.

The aim of this policy is to ensure that no job applicant, employee, staff member or customer receives less favourable treatment on the grounds of race, colour, nationality, religion or philosophical belief, ethnic or national origin, age, gender, marital status, sexual orientation, or disability or is disadvantaged by any conditions or requirements which cannot be shown to be justifiable.

Selection and promotion criteria and procedures will be reviewed regularly to ensure that individuals are selected, promoted and treated on the basis of their relevant merits and abilities. All employees will be given equal opportunity and, where appropriate, special training, to progress within the organisation according to their true potential.

### **Access**

The Family & Community Group strives to ensure that

- All people will receive a positive welcome from their first point of contact with the organisation.
- Its services are accessible to all and will work to promote inclusion.

### **Awareness**

All employees will be made aware of The Family & Community Group commitment to equal opportunities and should be familiar with the policy document.

The Family & Community Group staff have a legal and moral obligation not to discriminate, and to report incidents of discrimination against any individuals. Any employee found to be practising discrimination will be subject to disciplinary proceedings.

Updated 1<sup>st</sup> May 2024

By: Cornish, D & Driscoll, R