

EQUAL OPPORTUNITIES & DIVERSITY POLICY



JAMES is committed to the principle of equality of opportunity, treatment & entitlement, both as employers and as providers of services.

Diversity: The Project endorses the ACAS definition that, '*diversity is about recognising, valuing and taking account of people's different backgrounds, knowledge, skills, and experiences, and encouraging and using those differences to create a productive and effective workforce*'.

JAMES welcomes diversity in the workplace and is determined to make all efforts to prevent discrimination or other unfair treatment against any of their staff, potential staff, volunteers or users of its services regardless of race, ethnicity, nationality, religion or belief, disability, gender/gender identity, age, marital status, sexual orientation, HIV status.

Selection criteria and procedures will be reviewed to ensure that individuals are selected, promoted and treated on the basis of their relevant merits and abilities.

JAMES is committed to developing and maintaining environments and practices that ensure equality of opportunity in both the recruitment and advancement of staff.

Discrimination -- Everyone has the right not to be discriminated against on the grounds of protected characteristics. The protected characteristics include the following:

- Age
- Disability
- Pregnancy or maternity leave
- Marriage and civil partnership
- Race
- Religion or belief
- Sex
- Sexual orientation
- Gender identity

It is unlawful to treat someone unfavourably through direct or indirect discrimination, harassment, victimisation or failing to make a reasonable adjustment for someone with additional needs.

Discriminatory attitudes, behaviour or language are unacceptable at any time within JAMES and a commitment to this Equal Opportunities & Diversity Policy is a requirement of all staff.

All employees, volunteers and clients have a personal responsibility to uphold the ideals of this Policy by ensuring that their behaviour is appropriate, fair and respectful.

Related;

Recruitment & Selection Policy & Procedure,
Recruitment of ex-offenders,
Training Policy,
Human Rights Policy
Health & Wellbeing Learners Policy
Incidents Procedure / (Policy)
Disciplinary Procedure / (Policy)
Grievance Procedure / (Policy)

Signature Principal -

Signature Chair –

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