

# Stathern Community Benefit Society Limited

## Equal Opportunities Policy

Stathern Community Benefit Society Limited is committed to promoting equal opportunities for its staff, volunteers, and users. We value diversity and encourage fairness and justice.

To achieve this:

We will treat all employees, job applicants and volunteers fairly and equally regardless of their sex, sexual orientation, gender assignment, marital or civil partnership status, race, colour, nationality, ethnic or national origin, religion, age, disability, union membership or political affiliation.

We will not make any requirement or condition without justification which could disadvantage individuals purely on any of the above grounds. The policy applies to recruitment and selection, terms and conditions of employment including pay, promotion, training, transfer, and every other aspect of employment.

We will offer services fairly to all people, ensuring that anyone in contact with the organisation is treated with respect.

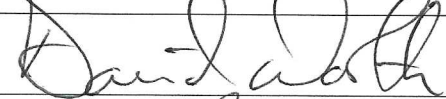
We will, as and where circumstances allow, make reasonable adjustments to enable people with disabilities to use our services.

We will strive to comply with the Equality Act 2010

We will ensure mechanisms are in place for responding to complaints of discrimination and harassment from staff, volunteers, and the public.

We will make this policy known to all staff, job applicants, volunteers, and service users.

The Management Committee will oversee the implementation of this policy, and this policy will be reviewed every two years.

Signed:	
Position:	Secretary
Date Adopted:	13th February 2022
Date Reviewed:	
Signed:	