

Clarborough & Welham IT Group

Within this document, *IT Group* stands for *Clarborough & Welham IT Group*.

EQUAL OPPORTUNITIES POLICY

POLICY STATEMENT

This statement sets out a commitment by the to **IT Group** combat direct and indirect discrimination.

The Committee is committed to the principles of equal opportunity. It is the joint responsibility of the administrator, employees and volunteers, and all involved, in the **IT Group** to implement and follow the Equal Opportunities Policy.

The **IT Group** recognises that certain groups in society currently suffer discrimination and are denied equality of opportunity. The **IT Group** is committed to opposing all forms of discrimination within the organisation.

The **IT Group** recognises that everyone has a contribution to make to our society and a right to equal treatment. The organisation aims to ensure that no job applicant, staff member, volunteer or organisation/individual to whom we provide services will be discriminated against. Common grounds for discrimination are:

- race, colour, nationality, ethnic or national origin
- gender, marital status or caring responsibility
- sexuality
- age
- physical or mental disability or mental health
- political belief or religion
- class
- HIV status
- employment status
- unrelated criminal conviction

The **IT Group** recognises that the UK is a multicultural society and believes that cultural diversity positively enriches our lives and that each individual has a contribution to make.

The **IT Group** has measures to combat direct or indirect discrimination in its employment practices and provision of its services.

The **IT Group** will not discriminate by imposing any conditions or requirements that cannot be shown to be Justifiable.

The **IT Group** recognises that a policy will not, in itself, provide equality of opportunity. It is therefore committed to implementing a positive programme of action to make this policy fully effective and ensure that any [groups/organisations/individuals] actively promote the policy in the delivery of the **IT Group's** work.

Updated 26 Mar 2014