

Equality and Diversity Policy

bact is committed to eliminating discrimination and encouraging diversity amongst our volunteers and workforce.

The aim of **bact** is that the workforce and volunteers will be representative of all sections of society wherever possible and each employee and volunteer feels respected and able to give their best. To that end the purpose of this policy is to provide equality and fairness for all in our organisation and not to discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, disability, sexual orientation, religion or age. We oppose all forms of unlawful and unfair discrimination.

All employees and volunteers whether part time, full time or temporary will be treated fairly and with respect. Selection for employment, promotion, training or any benefit will be on the basis of aptitude and ability. All will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Commitment:

- To create an environment in which individual differences and the contributions of all staff and volunteers are recognised and valued.
- That every person has a working environment that promotes dignity and respect.
- That no form of intimidation, bullying or harassment will be tolerated.
- To ensure that training, development and progression opportunities are available to all.
- To promote equality in the workplace, which is good management practice and makes sound business sense.
- To review all our employment practices and procedures to ensure fairness to all.
- That breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- To ensure this policy is fully supported by our management committee.
- To monitor this policy, and review it every 2 years.

Enforcement of the Policy

- Any staff member, volunteer, service user or member of the public who feels they have been discriminated against or unfairly treated contrary to the intention of this policy is welcome to raise the issue through the established Complaints Procedure.

Signed:



Chairman

Date: 30.9.23

Review Date: 30.9.25