***AYLSHAM COMMUNITY PARTNERSHIP***

**DIVERSITY AND EQUAL OPPORTUNITIES POLICY**

**Statement of policy**

The aim of this policy is to communicate the commitment of the Directors of the Aylsham Community Partnership to the promotion of equality of opportunity.

It is our policy to provide equality to all, irrespective of:

* Gender, including gender reassignment
* Marital or civil partnership status
* Having or not having dependants
* Religious belief or political opinion
* Race (including colour, nationality, ethnic or national origins etc)
* Disability
* Sexual orientation
* Age

We are opposed to all forms of unlawful and unfair discrimination. All job applicants, employees and volunteers who are involved in the organisation will be treated fairly and will not be discriminated against on any of the above grounds. Decisions about recruitment and selection, training or any other benefit will be made objectively and without unlawful discrimination.

We recognise that the provision of equal opportunities in the organisation is not only good management practice, it also makes sound business sense. Our equal opportunities policy will help all those who work for us to develop their full potential and the talents and resources of everyone will be utilised fully to maximise the efficiency of the organisation.

**To whom does the policy apply?**

This policy applies to Trustees, employees and volunteers of the organisation.

**Equality commitments**

We are committed to:

* Promoting equality of opportunity for all persons
* Promoting a good and harmonious environment in which all persons are treated with respect
* Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
* Fulfilling all our legal obligations under the equality legislation and associated codes of practice
* Complying with our own equal opportunities policy and associated policies
* Taking lawful affirmative or positive action, where appropriate

**Implementation**

The Trustees have responsibilities to implement this policy and we expect all our employees and volunteers to abide by the policy and help create the equality environment which is its objective.

In order to implement this policy we shall:

* Communicate the policy to employees, job applicants and volunteers
* Ensure that adequate resources are made available to fulfil the objectives of the policy.

**Monitoring and review**

We will establish appropriate information and monitoring systems to assist the effective implementation of our equal opportunities policy.

The effectiveness of our equal opportunities policy will be reviewed regularly (once a year at an executive committee meeting)

**Complaints**

Employees or volunteers who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the agreed procedures.

**Approved** by Aylsham Community Partnership Directors meeting on 6 November 2017.

Chair: Signature:

Next review date: December 2018