

- Nationality
- Gender
- Gender Reassignment
- Sexual orientation
- Pregnancy and Maternity
- Marital Status including Civil partnerships
- Religion or Religious Belief
- Disability
- Age
- Being an ex-offender

We will endeavor to ensure, as far as is practicable, that all its premises are disability friendly. Every effort will be made, as far as is reasonable practicable, to accommodate those with disabilities and where possible reasonable adjustments made.

As an employer and provider of services to the community we accept the responsibility to promote equality and challenge discrimination wherever it occurs. This would involve challenging service users who are behaving inappropriately with regard to practising equality and valuing diversity.

CULTURAL AND RELIGIOUS NEEDS

JEM recognises that some staff, directors service users, and stakeholders may have particular cultural or religious needs (for example, the need to observe prayer time and other religious rites, special dietary requirements or the need to wear specific clothing). Whenever it is reasonably practicable, JEM will endeavour to allow these needs to be met.

Where staff have particular cultural and religious needs that may conflict with work requirements, JEM will positively consider whether it is reasonably practical to vary or adapt these requirements to enable such needs to be met subject to operational contingencies.

COMPLAINTS

Any employee who has a concern regarding the application of this policy should make use of the Grievance Procedure and any claims of inequality will be thoroughly investigated.

Any volunteer or contractor/consultant who has a concern regarding the application of this policy should do so in writing to the Directors who will be responsible for investigating the complaint. The Directors will be