

We acknowledge that, at present, many community premises are not fully disability friendly. We will make every effort to accommodate those with disabilities and where possible reasonable adjustments will be made, where reasonably practicable to do so.

This document sets out our policy for equality and diversity in work and service provision in more detail.

POLICY STATEMENT

JEM is committed to practising equality and diversity in all areas of our work. We believe that we have much to learn and profit from diverse cultures, experiences and perspectives and that diversity will make our organisation more modern and effective.

The overall aim of this policy to meet the legal requirements of the Equality Act 2010 is to:

- Eliminate unlawful discrimination , harassment and victimisation
- Ensure that we treat all individuals fairly, with dignity and respect.
- Promote equality of opportunity
- Promote equality of access

Scope

This policy applies to all staff, permanent and fixed term, directors, volunteers, contractors, consultants, agency staff and job applicants.

Responsible Person

The Director of Operations is responsible for communicating and implementing this policy.

RECRUITMENT

it is unlawful to discriminate in the recruitment process:-

- By refusing to employ or engage a person because of their gender, gender reassignment, marital status, race/ethnicity, sexual orientation, religion/beliefs, disability and/or age.