

Pay

JEM will ensure, as far as reasonably practicable, that the job evaluation of posts is objective and free from biased assessment and discrimination.

Bullying and Harassment

JEM has a duty of care to all staff, service users, directors, stakeholders, and volunteers and is committed to providing a safe working environment free from all forms of bullying and harassment. Our policy on Bullying and Harassment sets out how we deal with such complaints and behaviour.

Redundancy

Selection for redundancies will be conducted in a manner that avoids any discrimination and any selection criteria will be objective and free from biased assessment or discrimination.

Evaluation and Monitoring

As and when, the Manager will also provide reports on the gender and ethnic groups applying for and being selected for posts advertised externally and internally.

The effectiveness of this policy and any training undertaken should be reviewed from time to time.

SERVICE USERS

JEM does not discriminate against service users on the grounds of:-

- Race/ethnicity
- Nationality
- Gender
- Gender Reassignment
- Sexual orientation
- Pregnancy and Maternity
- Marital Status including Civil partnerships
- Religion or Religious Belief