

## **Converge Equal Opportunities Policy**

**Converge recognise that everyone has a contribution to make to our society and a right to equal opportunity.**

**No job applicant or employee, member, volunteer or organisation to which we provide services will be discriminated against by us on grounds of:**

- **gender (including sex, marriage, gender re-assignment);**
- **race (including ethnic origin, colour, nationality and national origin);**
- **disability;**
- **sexual orientation, religion or belief;**
- **age**

**We aim to promote equal opportunities, eliminate discrimination and eliminate harassment through the following;**

- **Opposing all forms of unlawful and unfair discrimination.**
- **All employees (whether part-time, full time or temporary), volunteers, members, and beneficiaries will be treated fairly and with respect.**
- **All vacancies will be advertised internally and externally simultaneously and will include a statement of equal opportunities.**
- **Selection for employment/volunteering, promotion, training or any other benefit will be on the basis of aptitude and ability. All selection/rejection decisions will be recorded.**
- **All employees/volunteers will be helped and encouraged to develop their full potential and the talents and resources of individuals will be fully utilised to maximise the efficiency of Converge.**
- **All employees/volunteers have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals to the Chair of the board of trustees.**

**Our commitment:**

- **To create an environment in which individual differences and the contributions of all our staff/volunteers are recognised and valued.**
- **Every employee and volunteer is entitled to be part of an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.**
- **Training, development and progression opportunities are open to all staff/volunteers.**
- **Equality is good management practice and makes good sense.**

**Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.**

**This policy is fully endorsed and supported by Converge's Trustee Board.**