



<p style="text-align: center;">EQUAL OPPORTUNITIES & DIVERSITY STATEMENT OF POLICY</p>

Statement

Community Options is committed to equality of opportunity in both employment and the delivery of services. The policies and practices of the organisation aim to promote an environment that is non-discriminatory and values the diversity of each employee and service user. The organisation will respect people's individuality and treat people fairly taking into account their gender, sexual orientation, age, race, colour, religion, nationality, national origin, ethnic origin or disability. Further, the organisation will monitor the composition of the workforce and introduce positive action if it appears that this policy is not fully effective.

Community Options accepts all responsibilities regarding current legislation and aims to reach beyond the strict confines of the law to provide equality for all.

All employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training and any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Key Legislation that provides protection from discrimination in the UK:

Main statute

- Equal Pay Act 1970
- Sex Discrimination Act 1975
- Race Relations Act 1976 - as amended by the Race Relations (Amendment) Act 2000
- Disability Discrimination Act 1995
- Equality Act 2006

Statutory instruments

Age discrimination

- The Employment Equality (Age) Regulations 2006 (SI 2006/1031)
- The Employment Equality (Age) (Amendment) Regulations 2006 (SI 2006/2408)
- The Employment Equality (Age) (Consequential Amendments) Regulations 2007 (SI 2007/825)

Disability discrimination

- The Disability Discrimination (Meaning of Disability) Regulations 1996 (SI 1996/1455)
- The Disability Discrimination (Blind and Partially Sighted Persons) Regulations 2003 (SI 2003/712)
- The Disability Discrimination Act 1995 (Amendment) Regulations 2003 (SI 2003/1673)

Equal pay

- The Equal Pay Act 1970 (Amendment) Regulations 2003 (SI 2003/1656)
- The Equal Pay (Question and Replies) Order 2003 (SI 2003/722)
- The Occupational Pension Schemes (Equal Treatment) (Amendment) Regulations 2005 (SI 2005/1923)

Race discrimination

- The Race Relations Act 1976 (Statutory Duties) Order 2001 (SI 2001/3458)
- The Race Relations Act 1976 (Amendment) Regulations 2003 (SI 2003/1626)

Religious discrimination

- The Employment Equality (Religion or Belief) Regulations 2003 (SI 2003/1660)

- The Employment Equality (Religion or Belief) (Amendment) Regulations 2003 (SI 2003/2828)
- The Employment Equality (Sexual Orientation) (Religion or Belief) (Amendment) Regulations 2007 (SI 2007/2269)

Sex discrimination

- The Sex Discrimination (Question and Replies) Order 1975 (SI 1975/2048)
- The Sex Discrimination (Gender Reassignment) Regulations 1999 (SI 1999/1102)
- The Sex Discrimination Act 1975 (Amendment) Regulations 2003 (SI 2003/1657)

Sexual orientation discrimination

- The Employment Equality (Sexual Orientation) Regulations 2003 (SI 2003/1661)
- The Employment Equality (Sexual Orientation) Regulations (Amendment) Regulations (SI 2003/2827)
- The Equality Act (Sexual Orientation) Regulations 2007 (SI 2007/1263)
- The Employment Equality (Sexual Orientation) (Religion or Belief) (Amendment) Regulations 2007 (SI 2007/2269)

Additional statutes and statutory instruments dealing with discrimination

- Employment Rights Act 1996 (sections relating to maternity and dependant carer leave)
- Protection from Harassment Act 1997
- The Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000 (SI 2000/1551)
- Race Relations (Amendment) Act 2000
- The Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations 2002(SI 2002/2034)
- Racial and Religious Hatred Act 2006

European directives

- Race Directive (2000/43/EC)
- Equal Treatment Framework Directive (2000/78/EC)
- Equal Treatment Amendment Directive (2002/73/EC)
- Directive implementing the principle of equal treatment between men and women in the access to and supply of goods and services (2004/113/EC)
- Directive on equality between men and women in matters of employment and occupation (2006/54)