



<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. 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, see appendix one for key legislation that provides protection from discrimination in the UK.

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.

The Law

It is unlawful to discriminate directly or indirectly in recruitment or employment because of age, disability, sex, gender reassignment, pregnancy, maternity, race (which includes colour, nationality and ethnic or national origins), sexual orientation, religion or belief, or because someone is married or in a civil partnership. These are known as "protected characteristics".

APPENDIX ONE

Key Legislation that provides protection from discrimination in the UK:

Main statute

- Equality Act 2010

Additional statutes and statutory instruments dealing with discrimination

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

European directives

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