



## STEYNING DOWNLAND SCHEME

### Equal Opportunities Policy

We are striving to be an equal opportunity organisation. Subject to the requirement set out in the last paragraph, we will aim to treat equally all:

- i) employees;
- ii) volunteers;
- iii) visitors; and
- iv) others with whom we have dealings.

There will be no discrimination in respect of marital status, gender, sexuality, disability, age, colour, race, religion, nationality, ethnic or national origins. There will be no discrimination on these grounds in the terms and conditions offered to employees or job applicants, or agreements with volunteers.

The policy also covers recruitment, induction, conduct at work and the disciplinary and grievance procedure. The only basis for promotion or selection is the Trustees' considered opinion of the applicant's suitability for the job.

All employees and volunteers have a legal and moral obligation not to discriminate, and to report incidents of alleged discrimination against any individual or group of individuals. The Scheme will investigate any actual or alleged act of discrimination.

A genuine occupational requirement, namely to be a practising Christian, will be designated for the Trustees, to fulfil one of the objectives of the Scheme.