

STEYNING DOWNLAND SCHEME

Equal Opportunities Policy

1. 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:
 - a. employees;
 - b. volunteers;
 - c. visitors; and
 - d. others with whom we have dealings.
2. There will be no discrimination in respect of marital status, gender, sexuality, disability, age, colour, race, religion, nationality, ethnic or national origins in the terms and conditions offered to employees or job applicants, or agreements with volunteers or others with whom we have dealings.
3. The policy also covers recruitment, induction, conduct at work and the disciplinary and grievance procedure. The only basis for a decision is the Project Manager's and/or Trustees' (as the case may be) considered opinion of the situation.
4. With regard to volunteers, visitors, initiatives and activities on the land, the Trustees reserve the right to positively encourage the involvement of particular groups, if in their considered opinion this is necessary to properly reflect the objectives, ethos and values of the organization.
5. 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.
6. The organisation is a registered charity established under charitable law and consequently the Trustees have determined that a genuine occupation requirement, namely to be a practising Christian, applies to the Trustees and the Project Manager.
7. This Policy will be reviewed regularly and revised accordingly.