



# *Equality and Diversity Policy*



Evergreen Care Bexley is committed to eliminating discrimination and encouraging diversity amongst our volunteers and workforce. Our aim is that our volunteers and workforce will be truly representative of all sections of society and each volunteer and employee feels respected and able to give of their best.

To that end the purpose of this policy is to provide equality and fairness for all in our employment and not to discriminate on grounds of gender, gender reassignment, marital status (including civil partnerships), race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age. We oppose all forms of unlawful and unfair discrimination.

All volunteers and employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for volunteers, employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All volunteers and 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. Our commitment:

- To create an environment in which individual differences and the contributions of all our staff and volunteers are recognised and valued.
- Every volunteer and employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all staff and volunteers.
- Equality in the workplace is good management practice and makes sound business sense.
- We will review all our employment practices and procedures to ensure fairness.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- The policy will be monitored and reviewed annually.

DATE APPROVED: APRIL 2015  
DATE OF REVIEW: APRIL 2016