



EQUALITY & DIVERSITY POLICY

The Equality Act 2010 harmonises and replaces previous legislation (such as the Race Relations Act 1976 and Disability Discrimination Act 1995).

The Berin Centre recognises and accepts all its legal obligations and will at all times seek to provide equality of opportunity for all staff, trainees, beneficiaries and stakeholders regardless of age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, and sexual orientation.

Recruitment and selection procedures and practices are reviewed from time to time to ensure that no group is put at a disadvantage either directly or indirectly.

It is our policy that those staff involved in interviewing and selection are made aware of their responsibility to avoid discrimination in these processes. It is our policy that employees are given an equal opportunity to progress within the organisation and where appropriate may be offered special training to do so according to their true potential.

It is our policy to ensure that our staff are fully aware of their responsibilities toward the promotion of equal opportunity and also that they are properly equipped to take account of the different and special needs of particular groups and thus make provision for those needs.

Personnel records include information about ethnic origin, gender and any disability for the purposes of monitoring and identifying possible areas of inequality.

Disabled Access:

The Berin Centre will endeavour to ensure, as far as is practicable, that all the premises it uses have disabled access. When considering new premises every effort will be made to ensure such premises are fully accessible.

Responsibility:

Special responsibility falls upon Management and those involved in recruitment and the running of projects to ensure the policy's effectiveness but every member of staff has a responsibility to seek to ensure its practical application. All subcontractors of Training must demonstrate a genuine commitment to equal opportunities.

Monitoring and Review:

The policy will be reviewed periodically by Management, and every 2 years by the Board of Trustees.

Revised November 2020