

Equal Opportunities Statement

The Policy Statement

BVSC celebrates our society as diverse in race, culture, faith, creed, sexuality, abilities, gender and age. BVSC is committed to challenging oppression and prejudice and will promote diversity and full access to opportunity in all areas of its work. In accordance with the BVSC Equal Opportunities Policy, no job applicant, employee, volunteer, trustee, individual, or organisation to whom we provide services will receive less favourable treatment on the grounds of

- i) race, colour, ethnic or national origin;
- ii) creed or religion;
- iii) gender, sexuality, marital status or responsibility for dependents;
- iv) age, social class, income level, appearance, employment status or geographical area;
- v) physical disability, mental ill health, HIV Status/AIDS;
- vi) political beliefs;
- vii) unrelated criminal record.

Who It Affects

This policy applies to members of the Board of Trustees, staff, volunteers, member organisations and services users. BVSC encourages member organisations to adopt an equal opportunities if they do not already have one. Our Equal Opportunities Policy should be embodied in our Mission Statement.

Responsibility under the Policy

It is the overall responsibility of the Chair of the Board of Trustees to ensure that this policy is properly implemented. The Board of Trustees has responsibility for ensuring that the necessary monitoring, record keeping, training and reviews are properly established and maintained with particular reference to the Race Relations Act 1976, the Sex Discrimination Act 1975, the Disability Discrimination Act 1995, as well as the guidance and advice of the Commission for Racial Equality and the Equal Opportunities Commission.

Trustees, every member of staff and volunteers have the responsibility to act in accordance with the Policy and to be aware of his/her obligation under the relevant Acts.

This will be identified in the summary and terms of conditions of employment.