

Equal Opportunities Policy

1. The Foundation is an equal opportunities employer.
2. Our policy is that no employee or applicant for employment receives less favourable treatment than another on the grounds of race, colour, ethnic, racial or national origins, religion, sex, marital status, sexual orientation, age or disability. Further, no employee will be disadvantaged by any condition or requirement that is not justified by the genuine needs of the job or the business.
3. This commitment applies to the following areas of employment:-
 - Recruitment and selection including advertisements, job descriptions, interview and selection procedures.
 - Training.
 - Career development opportunities.
 - Terms and conditions of employment and access to employment related benefits and facilities.
 - Grievance handling and the application of disciplinary procedures.
 - Selection for redundancy.
 - Prevention of harassment of any description.
4. The Foundation views this policy as an important issue. It is the responsibility of all Foundation Trustees, managers and employees to ensure its observance.
5. All and any breaches of this policy will be treated extremely seriously by the Foundation. Conduct by employees during the course of employment that constitutes discrimination of the type referred to above, will be regarded as gross misconduct and will lead to dismissal.
6. Equal opportunities practice is developing constantly as social attitudes and legalisation change. The Foundation will keep its policies under review and will implement changes where these could improve equality of opportunity. This commitment applies to all the Foundation's employment policies and procedures, not just those specifically connected with equal opportunities.