

## DIVERSITY AND EQUAL OPPORTUNITIES

### Policy Statement

Basingstoke Mencap recognises and promotes the rights of all individuals and operates an equal opportunities policy.

We are committed to ensuring that no volunteer, staff member, organisation or individual to whom we provide services will be discriminated against in any way on the grounds of:

Race, colour, religion, nationality, ethnic or national origin.

Gender, marital status, caring responsibilities or sexual orientation.

Age, physical or mental disability or health.

Political beliefs or employment status.

We intend to secure genuine equality of opportunity, whether required by legislation or not, in all aspects of our activities as an employer, a charitable organisation and as a service provider.

To this end, we take every reasonable step to ensure:

- When employment decisions are made
- In the recruiting of members and volunteers
- Whilst providing training
- In the provision of Services

Each person will be assessed and/or selected on individual merits as appropriate to the satisfactory and proper performance of planned work or activities and in accordance with:

The Race Relations Act, the Sex Discrimination Act, the Civil Partnership Act, the Equal Pay Act, the Disability Discrimination Act, the Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations, the Part-time Workers (Prevention of Less Favourable Treatment) Regulations, the Employment Equality (Sexual Orientation) Regulations, the Employment Equality (Religion or Belief) Regulations and the Employment Equality (Age) Regulations.