



Sandwich Bay Bird Observatory Trust

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Registered
Charity
no. 289343

EQUAL OPPORTUNITIES POLICY

The purpose of this policy is to provide equal opportunities to all employees and volunteers, irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexual orientation, religion, marital status or social class. We oppose all forms of unlawful and unfair discrimination.

All workers, whether employed full-time, part-time, fixed contract, agency workers, temporary or as voluntary staff, will be treated fairly and equally. Selection of employment, promotion, training, remuneration or any other benefit will be on the basis of aptitude and ability. All 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 –

- Every employee and volunteer is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- The commitment to equal opportunities in the workplace is good management practice and makes sound business sense.
- Breaches of our equal opportunities policy will be regarded as misconduct and could lead to disciplinary proceedings.
- The policy will be monitored and reviewed annually.

The Law –

The policy will be implemented within the framework of the relevant legislation, which includes:

- Equal Pay Act 1970
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1975
- Gender Reassignment Regulations 1999
- Race Relations (Amendment) Act 2000
- The Protection from Harassment Act 1997
- The Employment Equality (Religion & Belief) Directive 2003
- The Employment Equality (Age) Regulations 2006
- The **Equality Act 2010**. The **Equality Act** became **law** in October, **2010**. It replaced previous legislation (such as the Race Relations **Act** 1976 and the Disability **Discrimination Act** 1995) and ensures consistency in what employers and employees need to do to make their workplaces a fair environment and comply with the **law**. The Equality Act 2010 prohibits discrimination in employment or in the provision of training and education on the grounds of

any of the following protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

Reviewed September 2019