

SCHOOL AID UK CIO
Equal Opportunities and Diversity Policy
26th March 2019

School Aid is committed to equal opportunities and diversity among our workforce, and eliminating unlawful discrimination. This commitment is not only to our employees (under the Equality Act 2010) but also extends to our volunteers and we welcome everyone from our community as a volunteer. This policy applies in spirit and intent both in the UK and Africa.

It is School Aid's policy to:

- Positively promote equality of opportunity as an employer and a service provider;
- Ensure that no job applicant or employee receives less favourable treatment by reason of age, disability or impairment, gender re-assignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, pregnancy and maternity, HIV status, colour, ethnic or national origin;
- Ensure that no job applicant or employee is disadvantaged by conditions or requirements, which cannot be justified by the requirements of the job;
- Encourage a diverse range of people to become volunteers in support of our Mission as we value difference, and recognise the value that the different backgrounds, skills, outlooks and experiences of our volunteers bring to the organisation;
- Avoid discrimination against our volunteers on the grounds of age, disability or impairment, gender re-assignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, pregnancy and maternity, HIV status, colour, ethnic or national origin.
- Create a working environment free of bullying, harassment, victimisation and unlawful discrimination and promote dignity and respect for all
- Take seriously any complaints to the contrary from staff and volunteers which will be dealt with under our Disciplinary and Grievance policies.

A copy of this policy statement is posted on the School Aid web-site and all staff and volunteers will be asked to read and acknowledge it as part of their induction training.

We will not tolerate behaviour that contradicts the letter or spirit of this policy.