



Equal Opportunities Policy

Last reviewed: January 2020

Principles

Gateway Waterside is committed to social justice and is opposed to discrimination in society. In fact, Gateway Waterside welcomes diversity in its organisation and in society as a whole.

Gateway Waterside aims to ensure that all employees, volunteers and individuals who attend are treated with respect and dignity, irrespective of disability, race, colour, religion, belief, nationality, ethnic origin, age, sex, marital-status, offending history, sexual orientation or gender identity.

This policy applies to all members of the Gateway Waterside staff.

Policy

Gateway Waterside will not tolerate unlawful discrimination and/or harassment on the grounds of an individual's sex, race, marital status, colour, ethnicity, place of birth, disability, gender reassignment, sexual orientation, age, religious belief, offending history or employment status.

However, it should be noted that there could be circumstances justifying different treatment, which are not unlawful (for example to comply with a genuine occupational requirement for a position).

In particular, Gateway Waterside reserves the right to appoint staff members who are loyal to the Christian ethos of the organisation in order to preserve its distinctiveness in accordance with existing employment equality regulations.

Gateway Waterside will avoid entering into contracts, partnerships or agreements with individuals, groups or organisations when it is aware that any of their policies or practices are discriminatory and contravene the principles of this policy.

Gateway Waterside aims to ensure that people with disabilities are given equal opportunities to enter employment. In doing so, it will fully consider reasonable adjustments to working practices, equipment and premises to ensure that a disabled person is not put at a substantial disadvantage due to their disability. In addition, when staff members become disabled in the course of their employment every effort will be made through reasonable



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adjustment, retraining or redeployment to enable them to remain in the employment of Gateway Waterside.



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