

Introduction

Our charity is committed to promoting equal opportunities and preventing discrimination in both employment and service delivery. We aim to create an environment where everyone is treated with dignity and respect, regardless of their background, and where all staff and volunteers can thrive.

Scope

This policy applies to all employees, volunteers, trustees, and anyone working on behalf of the charity. It covers recruitment, training, promotion, and all other aspects of employment and volunteering.

Our Commitment

We are committed to ensuring that:

- No one is treated less favourably due to their age, disability, gender, race, religion or belief, sexual orientation, marital status, pregnancy or maternity, or any other protected characteristic under the Equality Act 2010.
- All staff and volunteers are encouraged to develop their skills and fulfil their potential.
- Discrimination, harassment, or victimisation is not tolerated, and we will take immediate action if such incidents occur.

Recruitment and Selection

We ensure that recruitment is based solely on the candidate's ability to meet the requirements of the job. Job descriptions and person specifications are used to ensure clear criteria for selection. Reasonable adjustments will be made to accommodate the needs of candidates with disabilities.

Training and Development

We are committed to providing opportunities for training and development to all staff and volunteers, ensuring that no one is excluded from development opportunities.

Working Conditions

We will make reasonable adjustments to the working conditions of employees and volunteers to ensure equal access to the working environment. This includes adaptations for individuals with disabilities.

Grievances and Disciplinary Action

Any concerns about breaches of this policy should be raised through our grievance procedure. Any employee or volunteer found to have acted in a discriminatory manner will be subject to disciplinary action, which could result in dismissal.

Monitoring and Review

We will regularly review this policy to ensure its effectiveness and to make improvements where necessary. Feedback from staff and volunteers is encouraged to help us uphold our commitment to equality.

Helpful Hounds

Equal Opportunities Policy



Signed:

Prepared By:] Peter Rufus

[Role] CEO

Updated: 7 October 2025

Next Update: 31 October 2026

This concise policy ensures compliance with the Equality Act 2010 and demonstrates the charity's commitment to fair treatment for all employees and volunteers.