



## Equality and Diversity Policy

### Introduction

Britain is a society diverse in race, culture, creed and interests. Individuals should not suffer discrimination on the basis of race, ethnic origin, religion or belief, gender, visible or invisible disability, age or sexual orientation.

Be Free Young Carers declares its intention to work for the furtherance of equal treatment in employment, service provision, management structures and membership.

### Employment

The aim of our policy as an equal opportunities employer is to ensure that no employee, paid or unpaid, receives less favourable treatment on the grounds of race, ethnic origin, religion or belief, gender, visible or invisible disability, age or sexual orientation or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

We recognise the contribution that every employee makes, value individual difference and foster a climate of respect for all. Selection criteria and procedures will be monitored and regularly reviewed to ensure that individuals are selected, promoted and treated on the basis of their relevant merits and abilities. All employees will be given equal opportunity and where appropriate, special training to progress within the organisation.

### Service Provision

The aim of our policy in service provision is to ensure, through monitoring, consultation and evaluation that the services are both relevant and accessible to all groups within the community and ensure that this policy is reflected in our publicity, literature and working practice by seeking to eliminate all direct and indirect discrimination, cultural bias, racist and sexist phraseology and stereotyping.

We will also ensure the provision of age-appropriate and alternative formats of written document. Staff are alert to discrimination and are supported to challenge discrimination when it arises. Training is available. We believe this approach will contribute to the continuous improvement of the services we provide for all.

### Management Structure and Membership

It is our intention that the management structure and membership should reflect users of the services and, as appropriate, others who may be able to help to extend the services to all groups within the community.

### Premises

Every effort is made to select office and other premises which are accessible to people with disabilities and/or where necessary alterations will be made to existing premises to improve access.

### Policies and Procedures

All other policies and procedures are regularly reviewed to ensure they meet the requirements of this equal opportunities policy.