



Equal Opportunities Policy

This policy has been adopted by Highfield Park Trust

Date Ratified: July 2018

Review Date: May 2019

Signed: T Abbott

Position: Chair of Trustees



Equal Opportunity Policy

The Trust is committed to the principle and practical implementation of equal opportunity in employment. Accordingly, management will ensure that recruitment, selection, training, development, redundancy consideration and promotion procedures result in no job applicant or employee receiving less favourable treatment on the grounds of race, colour, nationality, ethnic or national origin, religion, religious or philosophical belief, age, disability, trade union membership or non-membership, sex, sexual orientation, gender reassignment, maternity or pregnancy, marital status, or being a part time worker.

The objective is to ensure that individuals are selected, promoted and otherwise treated solely on the basis of their relevant aptitudes, skills and abilities. Management has the primary responsibility for successfully meeting these objectives by:

- not discriminating unlawfully in the course of employment against employees or job applicants;
- not inducing or attempting to induce others to practice unlawful discrimination; and
- bringing to the attention of employees that they will be subject to disciplinary action for unlawful discrimination of any kind.

Employees have the responsibility of ensuring that they assist the Trust in successfully achieving these objectives by:

- not discriminating unlawfully in the course of employment against fellow employees, customers, suppliers or members of the public with whom they come into contact during the course of their duties;
- not inducing or attempting to induce others to practise unlawful discrimination; and
- reporting any unlawful discriminatory action to the Park Manager or the Trust's human resources advisors.

The successful achievement of these objectives necessitates a contribution from everyone and all employees have an obligation to report any act of unlawful discrimination known to them.