

Introduction

FolkActive CIC ("the company") recognises the need for encouraging diversity and wholeheartedly supports a policy of equal opportunities in all areas of our work and responsibilities.

This policy provides guidance to enable all who work with or for the company in paid or voluntary roles to comply with anti-discrimination legislation. The policy will also address anti-discrimination issues involving areas that currently fall outside any legislation.

The company urges all individuals to be aware of the less obvious types of discrimination that result from general assumptions and pre-conceptions about the capabilities, interests and characteristics of individuals.

Policy Statements

Diversity

The company will actively encourage diversity to maximise achievement, creativity and good practice and to bring benefit to individuals and communities. The company encourages all people it works with, and for, to contribute to an environment in which people feel comfortable expressing how they feel and what they need, knowing they will be treated with respect and that their contribution will be valued.

The company will make reasonable adjustments to working practices, equipment and premises and offer, where appropriate, additional support to volunteers to ensure they are able to take a full and active part in our activities.

The company will endeavour to deliver services in a way that genuinely recognises the importance of an inclusive society that brings opportunities and access, not barriers to individuals.

Equal Opportunities

The company is an equal opportunities employer and provider of services and complies with the 2010 Equalities Act.

No employee, contractor, volunteer or service user should receive less favourable treatment on the grounds of race, colour, nationality, ethnic or national origin; sex; marital status or caring responsibility; sexual orientation; age; physical, sensory or learning disability; mental health; political or religious beliefs; class; HIV status; maternity and pregnancy; employment status; unrelated criminal convictions; union activities.

Nor will such person's sex, disability, race, marital or civil partnership status, sexual orientation, religion, colour, nationality or ethnic or national origin, age, trade union membership or non-membership, be disadvantaged by conditions or requirements which cannot be shown to be justifiable.