

Equal Opportunities and Diversity Policy Statement of Intent

York Area Meeting aims to create a culture that respects and values each others' differences. We regard these differences as an asset to our work and integral to our Quaker beliefs.

We all have a responsibility to embrace and support this culture and must continue to challenge behaviour and attitudes that prevent us from achieving this.

Using fair and objective employment practices, our aim is to ensure that:

- all employees, potential employees, volunteers and contractors are treated fairly and with respect at all stages of their work;
- all employees have the right to work free from harassment and bullying of any description, or any other form of unwanted behaviour, whether based on sexuality gender status, marital status, race, disability, age, or religious belief;
- all employees have an equal chance to contribute and to achieve their potential, irrespective of any defining feature that may give rise to unfair discrimination.

Responsibilities

Every member of staff, volunteer and contractor is responsible for behaving without discrimination towards others.

Managers have a duty in addition to their individual responsibilities to ensure that staff, volunteers and contractors comply with the standards set by this policy and to confront incidents of unacceptable behaviour.

York Area Meeting seeks to provide the opportunity for all staff to develop their individual talents and undertakes that merit and job performance alone will be used in employment related decisions.

York Area Meeting will aim to provide a working environment which will enable staff, volunteers and contractors to fulfil their personal potential. York Area Meeting accepts that such an environment cannot be created or maintained if staff are subject to harassment, victimisation or bullying.

Provision is made for the investigation of formal grievances and disciplinary offences related to equal treatment. Acts of discrimination and harassment have been designated serious offences under the Disciplinary Rules. Such acts may result in dismissal.

Implementation and Monitoring of this Policy

York Area Meeting trustees are responsible for implementing and monitoring this policy in

conjunction with the Local Meeting Committees.

Note that this policy does not form part of employees' contracts of employment and may be changed by York Area Meeting in its absolute discretion from time to time.

Policy revised and approved October 2018