

West Yorkshire Hardship Project CIO Equality and Diversity Policy is dedicated to encouraging a supportive and inclusive culture amongst the whole charity. All Trustees, employees or volunteers, no matter whether they are part-time, full-time, or temporary, will be treated fairly and with respect.

It is within the charity's best interest to promote diversity and eliminate discrimination within the charity. The charity's aim is to ensure that all employees, volunteers and job applicants are given equal opportunity and that our organisation is representative of all sections of society.

Each employee and volunteer will be respected and valued and able to give their best as a result.

This policy reinforces the charity's commitment to providing equality and fairness to all in our employment and volunteering roles and not provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

When West Yorkshire Hardship Project selects candidates for employment, volunteering, promotion, training, or any other benefit, it will be on the basis of their aptitude and ability.

All employees and volunteers will be given help and encouragement to develop their full potential and utilise their unique talents. Therefore, the skills and resources of our charity will be fully utilised and we will maximise the efficiency of our whole workforce.

West Yorkshire Hardship Project commitments:

- To create an environment in which individual differences and the contributions of all team members are recognised and valued.
- To create a working environment that promotes dignity and respect for every employee or volunteer.
- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.
- To make training, development, and progression opportunities available to all staff and volunteers.
- To promote equality in the workplace, which Batley Homeless Project CIO believes is good practice and makes operational sense.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- To encourage employees and volunteers to treat everyone with dignity and respect.
- To regularly review all our employment and volunteering codes, practices and procedures so that fairness is maintained at all times.

West Yorkshire Hardship Project will inform all employees and volunteers that an equality and diversity policy is in operation and that they are obligated to comply with its requirements and promote fairness in the workplace. The policy will also be drawn to the attention of funding agencies, stakeholders, service users, volunteers and job applicants. West Yorkshire Hardship Project equality and diversity policy is fully supported by all Trustees of the charity. Our policy will be monitored and reviewed annually to ensure that equality and diversity is continually promoted in the workplace.