

Equal Opportunities Statement

Ocean Youth Connexions

1. Ocean Youth Connexions is committed to eliminating discrimination and encouraging diversity amongst its workforce and the communities it works with. Our aim is to ensure that all employees/volunteers/clients are treated fairly and valued irrespective of their backgrounds as detailed in the 9 protected characteristics of the Single Equalities Act 2010:

- **Age;**
- **Disability;**
- **Gender**
- **Gender reassignment;**
- **Marriage and civil partnership;**
- **Pregnancy and maternity;**
- **Race;**
- **Religion or belief;**
- **Sexual orientation.**

2. No one is to receive less favourable treatment or be disadvantaged by requirements or conditions, which cannot be shown to be justifiable. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation. The organisation is also adhering to its 'due regard' of fighting all forms of discrimination in the work place

3. Our commitments are:

- To maintain an environment in which individual differences and the contributions of all our staff are recognised and valued;
- To adopt a zero tolerance policy against intimidation, bullying or harassment;
- To make training, development and progression opportunities available to all staff;
- To pursue and deal swiftly with breaches of our equality policy under our disciplinary procedures;
- To regularly monitor the effectiveness of our equality policy.

Name: _____ Signed: _____ Date: _____