

Policy

Equality and Diversity Policy

1 General Statement

- 1.1. It is the intent and purpose of Sanctuary Trust to allow all employees, service users and applicants the same opportunities for growth and progression both personally and professionally within the boundaries of the Company's mission statement, policies and procedures.
- 1.2. Sanctuary Trust has been established as a practical outworking of God's love and operates from a Christian ethos. However, it is not insisted or expected that anyone should accept the Christian beliefs or take up the Christian life. Christianity is taught by example; a way of life.
- 1.3. No person who makes an application for accommodation or employment with the Sanctuary Trust will be discriminated against on the grounds of race, religion, philosophical belief, social class, gender, disability, age, sexuality, mental status, HIV positive or having aids, unrelated criminal record (see Anti Discriminatory and Prevention of Harassment policy). Anyone is welcome if they come with an open mind and understanding that Sanctuary Trust works from a Christian ethos.
- 1.4. All staff at Sanctuary Trust will treat service users, visitors and other members of staff equally, with respect and empathy. There is a need to work sensitively and have an awareness of service users' and employees' individual needs, promoting equality of opportunity.
- 1.5. Service users' needs take priority both inside a project and when liaising with other agencies on their behalf. Decisions should be made by professional assessment and not by personal opinion.
- 1.6. Staff are expected to challenge behaviour or comments from other staff, service users or visitors which conflict with this statement in a constructive manner and have a responsibility to bring to the attention of the management any breaches of equal opportunities policy which remain unresolved.
- 1.7. The Project Team Leader may be approached to give advice regarding equal opportunities matters.
- 1.8. Sanctuary Trust will comply with the requirements of the Race Relation's Act 1976, Sex Discriminations Act 1975 and the Disability Discrimination Act 1995 and will make any reasonable changes within the confines of the operating area to make all projects accessible.
- 1.9. Equality and Diversity matters will be considered in the drafting and implementation of all policies.