

The Self Defence Centre CIC

Equal Opportunities & Race Relations Policy

1. Statement of Intent

The Self Defence Centre CIC is an equal opportunities employer. The aim of the policy is to ensure that no job applicant, volunteer or employee receives less favourable treatment on the grounds of sex, marital status, race, colour, creed, religion, physical disability, mental health, learning difficulty, age, sexual orientation or gender reassignment.

The policy aims for the elimination of unlawful discriminatory practices and the promotion of measures designed to combat the effects of past discrimination. The policy aims to work within the legal context of the Disability Discrimination Act (1995), the Equal Pay Act 1970, the Sex Discrimination Acts (1975 and 1986), the Race Relations Act (1976) and the Race Relations (Amendment) Act (2000), the Rehabilitation of Offenders Act 1974, the Health and Safety at Work Act 1974 and other statutes as and when introduced.

The Company takes responsibility for ensuring that discrimination in employment does not occur and that its obligation is met by an effective equal opportunities policy which is continually monitored. Directors have overall responsibility for the adoption, implementation and monitoring of the policy although, for day-to-day purposes, this responsibility rests with individual representatives nominated by the company.

The Company recognises that it is liable, together with its employees, for any act of unlawful discrimination by its staff.

2. Recruitment

The Company will ensure, when recruiting or sub-contracting, that the selection criteria laid down in the personal specification enable employees to be recruited solely on the basis of their ability to do the job. All shortlisting and appointment decisions will be recorded in accordance with the selection criteria and all stages of the recruitment process will be monitored to ensure that no discriminatory practices are taking place.

3. Promotion, Training and Career Development.

The Company will seek to ensure equality in promotion, training and career development. All staff will be provided with the training necessary for the safe and effective performance of their jobs. The Company will aim to encourage all employees to take advantage of opportunities to develop their full personal potential to contribute towards the objectives of the Company.

All promotion will be based on recruitment methods above. The only criteria against which people are judged will be lawful and justifiable.

4. Harassment

Harassment can be defined as an action or comment which causes persistent offence to a person or group and the Company acknowledges that harassment is a form of discrimination which may lead to a breach of statutes as it constitutes an activity which can be detrimental to members of one particular sex or race.

5. Individual Employees of the Company

It is important that all employees and sub-contractors contribute to the success of this policy. In particular, individuals must co-operate fully with measures introduced by the Company to ensure equal opportunity and prevent discrimination.

6. Monitoring

The Company will endeavour to promote best equal opportunities practice and make specific recommendations on initiatives designed to promote equal opportunities throughout the Company. The Company Directors has ultimate responsibility for ensuring that this policy is implemented, in line with this, progress will be formally reviewed at least once a year.

Keith collyer

[DIRECTOR]
[01/08/2022]

Please write your name and sign and date below to indicate that you have read and understood the above policy and that you agree and are willing to comply with it's conditions.

Name	Sign	Date

Initially Issued: August 2022