



Equal Opportunities Policy

The concept of Equal Opportunities is addressed from the standpoint of our employees and other users within the organisation:

Employees (Staff)

The organisation is an Equal Opportunities Employer, committed to ensuring that the talents and resources of all our employees are utilised to the full. The setting is committed to adopting, implementing, and monitoring a Policy of Equal Opportunities for all employees to ensure a total absence of discrimination in the workplace and that equal opportunities do genuinely exist.

Implementation and management of this Policy is the overall responsibility of the organisation management committee. It is the objective of this Policy that there shall be no discrimination towards employees for any reason of race or ethnic origin, creed, colour, religion, political affiliation, disability or impairments, marital status, parenthood, sexual gender, or sexual orientation. In this respect, employees with physical disabilities will only be prohibited from positions where the job duties involve activities which would make it impossible or inherently hazardous to perform.

For employee recruitment and selection, to eliminate possibilities of discrimination or prejudice prior to interview, employment application forms do not include questions concerning race or ethnic origin, creed, colour, religion, political affiliation, parenthood, or sexual orientation. Thereafter, employee selection criteria will proceed purely according to the merits and abilities of the candidate to perform the tasks and duties listed in the relevant Job Description. Employee recruitment and selection procedures are regularly reviewed to ensure that the elements of this Policy are maintained.

Management policies provide facilities for any employee who believes that he or she has been treated unfairly within the scope of this Policy to address the matter through a documented and established Grievance Procedure.

Other users

The Centre welcomes any person and does not discriminate in any way towards gender, race or ethnic origin, creed, colour, religion and disabilities or impairments. The staff respects each and every person as an individual who has individual needs; this will include special educational needs where appropriate.

The centre activities are planned to ensure equal opportunities for all. Equipment and other resources address equal opportunities, and the centre recognises and accommodates customs, festivals and practices from different religions and ethnic backgrounds.