



Equal Opportunities Statement

InUnity is committed to the promotion of equality of opportunity in its training and employment practices and seeks to ensure that no trainee, employee, volunteer, board member, member of the public, job applicant, actual or potential users of InUnity's services, receives less favourable treatment on the grounds of: race, colour, age, creed, nationality or ethnic origin, religious beliefs, status, gender, sexual orientation, disability, marital status, responsibility for dependants, irrelevant or spent convictions, or is disadvantaged by conditions or requirements that cannot be shown to be justifiable.

InUnity will not treat people with disabilities less favourably with regard to employment. InUnity will provide reasonable adjustment to trainees, employees and potential employees in accordance with the Disability Discrimination Act.

InUnity will inform their employees that they will not tolerate an employee harassing a colleague in accordance with the Disability Discrimination Act.

InUnity will do everything possible to make their activities fully accessible to overcome physical barriers to access.

This principle will apply to access to training, selection, training provision, pay, benefits, procedures and all terms and conditions of employment, as well as our provision for our beneficiaries.

This policy will be brought to the attention of every trainee, employee, job applicant, potential or actual user of InUnity's services and will be kept under review.

InUnity recognises its obligations under the following laws; Race Relations Act 1976, Sex Discrimination Act 1975 (amended 1986; Gender Reassignment Regulations 1999), Equal Pay Act (amended by Equal Pay Regulations 1983), Rehabilitation Of Offenders Act 1974, and the Disability Discrimination Act 1995.

InUnity is committed to a programme of positive action to make this policy fully effective.