



EQUALITY AND DIVERSITY POLICY

Kickstart Trust (Bishop's Stortford) Ltd.
Information for Reader

The essential role of the Kickstart Trust (Bishop's Stortford) Ltd. is to provide guidance and advice to those people unemployed in the area. It is staffed entirely by volunteers. For the purpose of this document, all projects and services are referred to as Kickstart.

Equality & Diversity

Kickstart does not condone or accept discrimination in any way against any person that has a Protected Characteristic. It also does not condone or accept discrimination in any way against any person that associates with someone with a Protected Characteristic.

The 9 Protected Characteristics are: gender, race or ethnicity, age, disability, sexual orientation, gender re-assignment, religion or belief, marriage or civil partnership and pregnancy & maternity. This also extends to people who may have a criminal or prison record, a history of alcohol or substance misuse, a history of illness or be marginalised/stigmatised in any manner whatsoever.

Kickstart also recognises that an individual may have more than one Protected Characteristic.

Kickstart will work towards ensuring that its services are readily available to all people living within the District of East Herts. Kickstart is dedicated to developing its services to provide appropriate support for individuals.

Kickstart Policy Statement on Equality & Diversity in Employment Procedure

Kickstart aims to be fully committed to Equality and Diversity issues as a responsible employer and will ensure that no volunteer applicant, Board member, client or indeed anyone working on behalf of Kickstart, receives less favourable treatment on the grounds of gender, race or ethnicity, age, disability, sexual orientation, gender re-assignment, religion or belief, marriage or civil partnership and pregnancy & maternity. Selection criteria and procedures are managed in a way so as to ensure that individuals are treated on the basis of their relevant merits and abilities. All volunteers (including Board members) will be given equal opportunity and access to training to enable them to progress both within and outside the organisation. This organisation is committed to a programme of action to make this policy effective and will bring it to the attention of all volunteers.

All volunteers have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals.

This statement is designed to avoid discrimination and is in accordance with the Human Rights Act 1998 and its underlying principles

Signed

.....Jim. Smith.....Chairman.....Peter Scarlett.....Director

Review Date: March 2022