

ReachOut!

Equal Opportunity Policy Statement

- ReachOut! wholeheartedly supports the principle of equal opportunities as an employer and provider of services with relevant procedures in place to meet both its legal and organisational commitments.
- ReachOut! opposes all forms of unlawful and unfair discrimination on the grounds of colour, race, nationality ethnic or national origin, sex, marital status or disability.
- Bullying, intimidatory behaviour or harassment in any form will not be tolerated and appropriate action will be taken to deal with such behaviour.
- This policy covers all aspects of employment and service provision including advertising, selection, recruitment, training, conditions of service, providing reasons for termination of employment and service and generally in the promotion of ReachOut! activities.
- The aim of ReachOut! is to ensure that the composition of its workforce, volunteers and participants in its activities will reflect that of the local community.
- Within the framework of the project itself and the law, steps will be taken to help disadvantaged and/or underrepresented groups to access the areas within which the project operates on a genuine basis of equality.
- ReachOut! will analyse, monitor and review the effectiveness of this policy, maintain data and records (in accordance with relevant legislation) and take appropriate action to eliminate unlawful and unfair discrimination both direct and indirect to ensure the promotion of equality.