

Nottingham News Centre CIC Equality & Diversity Policy

Nottingham News Centre CIC recognises that everyone has a contribution to make to our society and a right to equal opportunity according to the Equality Act, 2010. No job applicant or employee, member, volunteer or organisation/individual to which we provide services will be discriminated against by us on the grounds of:

- *gender (including sex, gender re-assignment)*
- *race (including ethnic origin, colour, nationality and national origin)*
- *disability*
- *religion or belief*
- *age*
- *marriage and civil partnership*

We aim to promote equal opportunities, eliminate discrimination and eliminate harassment through the following:

- Opposing all forms of unlawful and unfair discrimination
- All employees (whether part-time, full-time or temporary), volunteers members, and beneficiaries will be treated fairly and with respect
- Membership will be open to all.
- All vacancies will be advertised internally and externally simultaneously and will include a statement on equal opportunities.
- Selection for employment/volunteering, promotion, training or any other benefit will be on the basis of aptitude and ability.
- All selection/rejection decisions will be recorded
- All employees/volunteers/members will be helped and encouraged to develop their full potential and the talents and resources of individuals will be fully utilised to maximise the efficiency of the organisation
- All employees/volunteers/members have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals to the management of the Nottingham News Centre.

Nottingham News Centre is committed to:

- Creating an environment in which individual differences and the contributions of all our staff, volunteers, members and beneficiaries are recognised and valued.
- Ensuring every employee, volunteer, member and beneficiary is entitled to be part of an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.

- Training, development and progression opportunities are available to all staff/volunteers.

Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings or membership disqualification. This policy is fully supported by the management committee and has been agreed with members and/or employee representatives and will be monitored and reviewed annually.

The successful implementation of this policy depends on the awareness and commitment of all staff/volunteers/members of the management committee of the Nottingham News Centre. Hence, all new staff/volunteers/members of the management committee will be made aware of its existence.

Name: NORMA GREGORY

Position: Director

Date:18.04.2020