

Nightline Association Equal Opportunities and Diversity Policy



The Nightline Association is an equal opportunities employer. We are committed to providing equal opportunities throughout employment including in the recruitment, training and development of employees / volunteers, and to eliminating discrimination in the workplace whether on grounds of gender, marital status, pregnancy, sexual orientation, race, colour, national or ethnic origins, religious belief, disability or age.

Our objective is to attract applications from the best possible candidates and to retain the best people.

We aim to ensure:

- a) That no applicant or employee / volunteer receives less favourable treatment on the grounds of his or her race, nationality, ethnic origin, religion, religious or philosophical belief, sex, marital status, sexual orientation, disability, age, part-time status or trade union activities.
- b) That no applicant or employee / volunteer is placed at any disadvantage on the above grounds that are not justifiable in law under the relevant legislation.

Our view on diversity is that it is a strategy to promote values, behaviours and working practices which recognise and value the difference between people, releasing their potential, enhancing performance and delivering improved services to charities, clients and the wider community.

Our workforce is made up of lots of different people. Some of our differences are obvious, some less so, but factors such as sex, age, background, race, disability, religion, sexual orientation, personality and work style are all elements that sit inside the concept of 'diversity'.

We recognise that different people will have different needs, and are able to contribute in different ways. We believe that recognising and celebrating these differences will create a better atmosphere in which everybody feels valued, where talents are fully realised and goals are met.

All employees / volunteers have personal responsibility for the application of the Equal Opportunities and Diversity Policy and to ensure that the Policy is properly observed and fully complied with.

Any act of discrimination (including harassment) by an employee is viewed very seriously by the Nightline Association. It constitutes a disciplinary offence in respect of which you may, in appropriate circumstances, be dismissed.

If you consider that you have been subject to discrimination which is in direct conflict with this Equal Opportunities Policy you should in the first instance raise it with your line manager.

This Equal Opportunities and Diversity Policy will be reviewed on an ongoing basis by the Nightline Association to judge its effectiveness.