

The Garden Classroom

Equal Opportunities Policy

December 2008

The social enterprise The Garden Classroom will not discriminate against staff, Board Members, clients, eligible applicants for posts and on the grounds of gender, marital status, race, colour, nationality, sexual orientation, ethnic background, national origin, religion, disability or age.

Every possible step will be taken to ensure that Board Members are treated equally and fairly and that decisions on recruitment of staff, training, promotion and career management are based solely on the objective and job related criteria.

We will actively pursue arrangements for flexible working patterns (if we decide to recruit staff) and are committed to creating a culture where individual differences are valued and respected.

The Garden Classroom will not tolerate any form of discrimination, harassment or victimisation. We are committed to providing a working environment where no one is disadvantaged.

All Board Members and staff are required to co-operate in making this policy work effectively. It is the collective duty of Board Members and stakeholders to ensure fairness toward other Board Members and stakeholders. We expect all Board Members to promote equality within the group and in the service that the community group provides to neighbours and fellow residents.

The Garden Classroom is determined to make all efforts to prevent discrimination or other unfair treatment against any of its staff, potential staff, or users of its service (including CRB checks), regardless of race, gender, religion, responsibilities for dependants, age, physical disability or offending background that does not create a risk to children or vulnerable adults.