



Bees for Development Trust

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Bees for Development Trust UK Charity 1078803

Equal Opportunities Policy

Bees for Development Trust recognises that everyone has a contribution to make to our society and a right and entitlement to equality at all times and in all circumstances.

No job applicant, staff member, volunteer or organisation/individual with whom we work or provide services to will be discriminated against by us on the grounds of:

- Age
- Social status
- Employment status
- Physical disabilities
- HIV/Aids status
- Mental health problems or learning difficulties
- Political belief
- Race, colour, nationality, ethnic or national origin
- Religion
- Sex, marital status or caring responsibilities
- Sexuality
- Unrelated criminal conviction

Our policy commits us to take active steps to promote equal opportunities by:

- Opposing all forms of discrimination or harassment on the aforementioned grounds.
- Ensuring that all employees, volunteers, job applicants and candidates for promotion receive treatment that is fair and on the basis of their relevant aptitudes, skills and abilities.
- Taking recruitment and employment decisions on the basis of fair and objective criteria. No applicant will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or, which constitute indirect or unfair discrimination.
- Recognising that, while all employees have a right to equal opportunities, they are also under a duty to accept personal responsibility for fostering a fully integrated community at work by adhering to the principle of equal opportunities.
- Providing special training and encouragement to employees and volunteers to achieve equal opportunities within the workplace, as and where appropriate.

Operating family friendly policies that assist employees and volunteers to make provision to meet commitments to children and other dependants, to assist them in their personal development and meet other work/volunteering commitments, where appropriate.

- Providing services according to personal need not financial circumstances.
- Giving advice to service users on appropriate service delivery, but always responding to their preferences.
- Respecting service users' needs and their personal circumstances, recognising everyone's right to privacy and treating all communication with them in confidence.
- Provide a confidential and impartial investigation into any complaint against *Bees for Development Trust*, its employees and volunteers.

Our role is to encourage and enable people to work towards the relief of poverty in any part of the developing world, in particular but not exclusively through the advancement of the craft of beekeeping.

We aim to provide a comfortable, welcoming and supportive environment.

The Chairman of **Bees for Development Trust** is the responsible person for the implementation of this policy.

The Trustees of **Bees for Development Trust** are responsible for monitoring this policy.