

# Equal Opportunities Policy



Signed .....  
(on behalf of the Management Committee)

Name...Jasbir Chahal...(Chairperson)...

Date...19<sup>th</sup> April 2018 .....

To be reviewed January 2019

# **EQUAL OPPORTUNITIES POLICY**

**Attention Deficit Disorders Uniting Parents (ADDUP)** was set up to bring families together, to guide parents in the right direction to find the practical help they need for their children and to promote both public and professional awareness of ADHD. We value the input that we have from our staff and volunteers in delivering the high standard of service to our users

Addup believes that equal opportunities should be at the heart of good practice and that all volunteers, staff and members should be guaranteed equality of opportunity and freedom from discrimination of any kind.

## **Addup undertakes to:**

1. Offer equality of opportunities for all.
2. Actively promote equality of opportunity in all of its partnerships with other organisations and in all aspects of its work.
3. Work towards ensuring that all of its meetings, forums and office premises offer full physical accessibility, wherever possible.
4. Recruit, select, train and promote volunteers and staff solely on merit and ability and no applicant or volunteer will receive less favourable treatment on the grounds of gender, race, ethnic or national origin, marital status, sexual orientation, domestic circumstances, age or political or religious beliefs.
5. Abide by all relevant legislation in respect of race, sex and disability under the Equality Act.
6. Ensure that all personnel, particularly those involved in the selection and recruitment of volunteers will be encouraged to participate in equal opportunities training, when available, to include requirements of the above act.

## **Breaches of this policy:**

1. We take a strict approach to breaches of this policy, which will be dealt with accordingly by the Management Staff and Management Committee. Serious cases of deliberate discrimination may amount to gross misconduct resulting in dismissal.
2. If you believe that you have suffered discrimination you can raise the matter through our Complaints Policy. Complaints will be treated in confidence and investigated as appropriate. Staff and Volunteers should refer to Addup's Grievance Procedure.
3. You must not be victimised or retaliated against for complaining about discrimination. However, making a false allegation deliberately and in bad faith will be treated as misconduct and dealt with accordingly by the Management Staff and/or the Management Committee.