

# UNIVERSAL CREDIT ESSENTIALS

## Equality & Diversity Policy

We are committed to ensure equality of opportunity and to ensure that all our systems are fair, open and objective and visible to those inside and outside the organisation.

We recognise that everyone has a contribution to make to our society and a right to equal treatment. We aim to ensure that no job applicant, staff member, volunteer organisation or individual to whom we provide services will be discriminated against by us on the grounds of:

- sex, sexual orientation or gender reassignment status;
- race, colour, nationality, ethnic or national origin;
- age;
- parental or marital status and caring responsibilities;
- physical or mental disability or ill health;
- political belief, religion, colour, race, ethnic or national origin or socio/economic background;
- trade union membership (or non-membership);
- unrelated criminal conviction or conditions or requirements which cannot be shown to be justifiable;
- working pattern (i.e. permanent, fixed term, part or full-time).

We endeavour to promote this approach in those with whom we come into contact. Also we believe that we are all, both paid staff and volunteers, responsible for ensuring that the highest principles of equal opportunities policy are put into effect.

We aim to ensure that both paid staff and volunteers commit themselves to taking positive action against discrimination. All staff, volunteers and users of Universal Credit Essentials service are able to challenge discriminatory attitudes and practices and have a responsibility to enforce this Policy.

Exceptions will be made only where such discrimination can objectively be justified. Any volunteer is free to challenge a decision made via the Resolution Process.