Acts 4 Sharing EQUAL OPPORTUNITIES POLICY

Acts 4 Sharing is a Charitable Incorporated Organisation, registered with the Charity Commission in England ***Acts 4 Sharing*** has been set up by Christians & is committed to sharing God's love in practical ways both locally in the UK & overseas. We believe in social justice & are actively opposed to discrimination in society.

Acts 4 Sharing believes that no one should be discriminated against, either directly or in-directly and seeks to ensure that no job applicant, employee, volunteer or client receive less favourable treatment or service on the grounds of: -

- race, colour, nationality (including citizenship), ethnic or national origins
- sexual orientation
- religious beliefs
- physical or learning disability or mental health problems
- age
- gender
- marital status / civil partnership status
- political affiliation
- poverty
- lack of formal qualifications
- employment status
- health
- pregnancy and maternity
- unrelated criminal convictions
- caring responsibilities
- by conditions which cannot be shown to be justified within the terms of this Equal Opportunities Policy

All people who are sympathetic to the ethos (as described in the Ethos Statement) that ***Acts 4 Sharing*** operates under are equally eligible for employment, (except those posts specified by the Trustees, where a Christian commitment is required to carry out the duties of the post), without discrimination on grounds listed above. Entry to employment or change of post is determined by personal merit and ability.

Acts 4 Sharing seeks to provide services on a fair and equitable basis, taking into account only the needs of the people referred. Access to benefits, facilities and services provided are available to all those referred without discrimination to ensure that no one is treated less favourably than any other person on any grounds.

It is the intention of ***Acts 4 Sharing*** that no individual or organisation connected with its activities shall hinder the positive implementation of this policy.

This policy applies to all areas of operation, including advertising, recruitment (of staff and volunteers), training, service provision to clients, Policies and Procedures.

Agreed by Trustees: January 2018 To be reviewed November 2020 unless there are changes in relevant legislations.