



## FOOD BANK AID

### Diversity and Equal Opportunities Policy

Food Bank Aid recognises that it is essential to provide equal opportunities to all persons without discrimination. This policy covers Food Bank Aid's approach to equal opportunity in all aspects of employment, including recruitment and promotion, giving guidance and encouragement to members of employees at all levels to act fairly and prevent discrimination on the grounds of: age; disability; employment status; ethnic or national origin; gender or gender reassignment; marital or civil partner status; religion or belief; or sexual orientation or civil partner status, religion or belief, or sexual orientation.

#### 1. Policy Statement

This policy covers all employees, officers, consultants and volunteers at Food Bank Aid. All team members should adhere to the provisions of this policy.

Food Bank Aid recognises the great benefits in having a diverse workforce with different backgrounds, solely employed on ability. Food Bank Aid is committed not only to its legal obligations but also to the positive promotion of equality of opportunity in all aspects of employment

No job applicant, employee, or volunteer receives less favourable treatment on the grounds of: age; disability; employment status; ethnic or national origin; gender or gender reassignment; marital or civil partner status; religion or belief; or sexual orientation; or is disadvantaged by conditions or requirements that cannot be shown to be justifiable.

#### 2. Employment

2.1 Food Bank Aid will not discriminate on the basis of: age; disability; employment status; ethnic or national origin; gender or gender reassignment; marital or civil partner status; religion or belief; or sexual orientation in the allocation of duties between employees employed at any level with comparable job descriptions.

2.2 Food Bank Aid will put in place any reasonable measures and/or reasonable adjustments within the workplace for those employees who become disabled during employment or for people with disabilities.

2.3 All employees will be considered solely on their merits for career development and promotion with equal opportunities for all.

#### 3. Training

3.1 Employees will be provided with appropriate training regardless of: age; disability; employment status; ethnic or national origin; gender or gender reassignment; marital or civil partner status; religion or belief; or sexual orientation.

3.2 All employees are encouraged to discuss their career development and training needs with their manager, typically within formal performance review processes but also outside of this as circumstances allow.

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Policy approved by the Trustees of Food Bank Aid on 19 July 2021

Review on or before 31 July 2022

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*Approved 19 July 2021*