

Equal opportunities principles

Red2Green is committed to equal opportunities policy and practice and will ensure that all volunteers, employees and clients, both actual and potential, are treated equally and as individuals regardless of age, disability, ethnic or national origin, gender, marital or parental status, political belief, race, religion or sexual orientation. In implementing this policy Red2Green will take account of existing legislation.

This equal opportunities policy is to be implemented across all aspects of the organisation's work in:

1. the appointment of staff and volunteers;
2. all dealings with members of the public and professional colleagues;
3. the appointment of members to its director/trustee committee.

Red2Green has a separate policy governing the recruitment and support of its learners, and is available on request.

1. Staff and volunteers

Red2Green will ensure that no member of staff or volunteer receives less or more favourable treatment than another on grounds of age, disability, ethnic origin, marital or parental status, political belief, religion, gender or sexual orientation.

Red2Green is committed to undertaking open recruitment and selection procedures and fair and equitable processes will be followed.

Staff and volunteers working with the organisation will be informed of the equal opportunities policy and receive training on equal opportunities issues as appropriate.

Red2Green will also ensure that the changing and developing needs of staff and volunteers are recognised and appropriate adjustments made to working conditions and/or training provided.

2. Members of the public and professional colleagues

Red2Green aims to make its services accessible to as wide a range of the public as possible and in order to achieve this will take steps to remove barriers which prevent potential customers and participants from having equal access to the organisation's activities.

3. Director/trustee committee

Red2Green is striving to ensure that its director/trustee committee is representative of the clients we involve and the community around us. The director/trustee committee will be

responsible for ensuring that the equal opportunities policy is properly implemented, monitored and reviewed.

Other Red2Green policies

Red2Green produces a series of policies and procedures which guide its work. Listed below are a few which might be considered in conjunction with this one. Copies are available on request from head office:

- Equal opportunities policy – Red2Green's approach to learners
- Confidentiality and respect policy
- Harassment & bullying at work procedure

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