

Equal Opportunities Policy Statement

Statement of intent

Sustain believes that diversity is essential to its work. Sustain is committed to being an equal opportunities organisation. Our aim is to enable as wide a range of individuals, groups and networks as possible to be involved with our work and to ensure that no one is discriminated against in their contact with Sustain on grounds of gender, race, class, disability, religion, age, sexual orientation, or any other irrelevant basis.

Staff

Sustain recognises that diversity amongst its staff and networks is vital in maintaining the dynamic and innovative nature of the organisation.

Recruitment

Sustain is committed to employing the best staff for a given post and ensuring that all staff are recruited on merit. We will endeavour to ensure that new opportunities are made available to a wide variety of eligible candidates to promote diversity and equality of opportunity, whether as a first choice through advertising in the national and/or local press or, if appropriate, by taking advantage of our wide networks to screen for potential recruits.

Employment conditions, pay and training

Terms and conditions of employment offered should allow all members of staff to work to their highest ability and not discriminate against particular individuals or groups. Staff will be given appropriate support to enable them to fulfil their roles and develop to the best of their abilities.

Volunteers

Sustain recognises that the relationship between itself and its volunteers is a two way one and that volunteers can bring Sustain a valuable diversity of background and experience. Although volunteers are not employed by Sustain, anyone working for Sustain in a voluntary capacity should not be discriminated against on any of the grounds stated in our statement of intent. Volunteers should also agree to behave according to the principles set out in this policy.

Behaviour

A constructive and challenging yet non-threatening working environment is essential for all those working at Sustain and will help all individuals to develop to the best of their ability. Racial or sexual harassment is therefore not acceptable and no person working for Sustain (whether staff, volunteers or trustees) or with Sustain should be expected to tolerate such behaviour.

Language

Sustain recognises that peoples' use of language is diverse and directly influenced by a variety of experiences. While Sustain welcomes such diversity, it is also aware that language may be used in a discriminatory or exclusive manner. All those associated with Sustain are expected to try use language in a

way that is not offensive to other people. This involves being sensitive in our use of language and in our behaviour and not making derogatory comments about individuals, groups or organisations on the basis of gender, race, class, disability, religion, age or sexual orientation.