

EQUAL OPPORTUNITIES POLICY

1. Statement of Policy

BHIVA does not have any employees and expects its contractors to be compliant with legislation on Equal Opportunities and diversity.

This Equal Opportunities Policy Statement and Policy Statement on Harassment at Work are designed to implement the commitment of the Employer to Equal Opportunities. It is the responsibility of every trustee to ensure his or her own conduct conforms to the expected standards and reflects these Policy Statements.

The aim of the policies is to encourage harmony and respect amongst individuals so as to promote good working practices with a view to maximising the performance and the return to the association, its stake holders and contractors.

If Equal Opportunities are not applied then valuable talent and potential are wasted. Moreover when unfair discrimination, harassment, bullying or victimisation take place they bring about a climate of fear, insecurity and poor work performance. As well as being unlawful it affects profitability and morale. It is therefore vital that every employee understands his or her responsibilities. The BHIVA takes Equal Opportunities very seriously and wilful failure to apply the policies or evidence of discrimination, harassment, bullying or victimisation will not be tolerated.

In looking to achieve the above, the BHIVA seeks to only work with contractors who employ a workforce which reflects the diverse community at large because the BHIVA values the individual contribution of people irrespective of sex, age, marital status, disability, sexual orientation, gender reassignment, race, colour, religion, ethnic or national origin.

BHIVA expects that contractors' employees will be treated with dignity and respect. The contractors will use its best endeavours to provide a working environment free from unlawful discrimination, harassment or victimisation on the grounds of sex, age, marital status, disability, sexual orientation, gender reassignment, race, colour, religion, ethnic or national origin.

Our contractors will meet all statutory obligations under relevant legislation and, where appropriate, anticipate future legal requirements.

The contractor's policy should be guided by:

- Equal Pay Act (1970)
- Sex Discrimination Act (1975)
- Race Relations Act (1976)
- Disability Discrimination Act (1995)
- Human Rights Act (1998)
- Race Relations (Amendment) Act (2000)
- EU Equal Treatment Framework Directive (2000)
- Employment Equality (Religion and Belief) Regulations (2003)
- Employment Equality (Sexual Orientation) Regulations (2003)
- Civil Partnership Act (2004)
- Gender Recognition Act (2004)
- Disability Discrimination Act (2005)
- Employment Equality (Age) Regulations (2006)

2. Responsibility

BHIVA chair will have ultimate responsibility for the implementation of this policy and its effective implementation.

BHIVA Chair will undertake to distribute and publicise this policy statement to all employees and elsewhere as from time to time appropriate.

3. Our commitments

Recruitment and Selection

Ultimately, BHIVA trustees will be selected on the basis of their ability and aptitude, however in doing so BHIVA undertakes to ensure that the system of recruitment and selection is fair and does not unfairly disadvantage any particular group and will include those in full or part time posts.

BHIVA will only work with contractors who are compliant with Equal Opportunities & Diversity.

Signed

Print Name

Position.....

Date.....