

DIVINE RETREAT CENTRE UK

- Ramsgate -

St. Augustine's Abbey, Ramsgate, Kent CT11 9PA

Tel: 01843 586 904

Email: info@divineuk.org Website: www.divineuk.org



Equal Opportunities Policy

(To be read in conjunction with the original Equality Act 2010– updated 2023)

STATEMENT: Divine Television Limited is committed to promoting equal opportunities in employment.

This policy sets out our approach to equal opportunities and the avoidance of discrimination at work. It applies to all aspects of volunteering and employment with us, including recruitment, pay and conditions, training, appraisals, promotion, conduct at work, disciplinary and grievance procedures, and termination of volunteering/employment.

The safeguarding committee are responsible for this policy and any necessary training on equal opportunities. This policy does not form any part of any volunteering or employment contract and we may amend it at any time.

PURPOSE

Our equality policy reflects both the Aims and Purposes of the organisation and the spirit and intentions of the legislations which outlaws discrimination.

The policy should be read in conjunction with the Anti-discriminatory practice procedure. If there are set back that do not enable one to carry out their role, it is encouraged that the organisation is discreetly informed about the issue. This is so that we can consider what reasonable adjustments or support may be appropriate, so that they are given a fair and equal opportunity to volunteer and become part of the team.

PERSONS AFFECTED

Staff, Volunteers & Service Users of our Supplementary School

It is the responsibility of every individual, both staff and volunteers to eliminate discrimination by ensuring the practical application of the equal opportunity policy and reporting incidents of discrimination to the Head of Human Resources.

All allegations of discrimination will be treated seriously. Any discrimination is totally unacceptable to the Association and anyone found to be discriminating will face disciplinary action.



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Sexual and racial harassments are forms of discrimination on the grounds of a person's sex or race. Any such behaviour will be considered a disciplinary offence. All allegations of harassment will be treated seriously and all practical steps taken to prevent the behaviour continuing.

POLICY

Discrimination: Our organisation will not unlawfully discriminate against or harass other people including current and former team members, retreatants, employees, suppliers, visitors. This applies in the workplace, outside the work place, and on work-related trips or events including social events. Indirect, direct, and disability discrimination, harassment, and victimisation, as defined in previous past 'Equal Opportunities Policies' are prohibited under this current policy and are unlawful.

The Divine Retreat Centre, Ramsgate, will not discriminate or treat any individual less favourably on the grounds of:

- *Gender, including pregnancy, the possibility of pregnancy, or circumstances related to pregnancy.*
- *Age*
- *Religion*
- *Ancestry, including colour and perceived race*
- *Disability*
- *Nationality or national origin*
- *Sexual orientation*
- *ethnicity*
- *religion or creed, or religious belief, religious association or religious activity*
- *gender-determined characteristics or circumstances*
- *marital or family status*
- *source of income*
- *political belief, political association or political activity*
- *physical or mental disability or related characteristics or circumstances, including reliance on a dog guide or other animal assistant, a wheelchair, or other remedial appliance or device*



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Recruitment and Volunteer Selection: Recruitment, promotion and other selection exercises such as termination will be conducted on the basis of merit, against objective criteria that avoid discrimination. Shortlisting is carried out by more than one person.

The Divine Retreat Centre UK aims to ensure that no job applicant, or staff member – paid or unpaid, receives less favourable treatment on the grounds of sex, marital status, race, colour, nationality, ethnic origin, disability, age or sexual orientation and others listed above.

Our organisation recognises its duties to employees, volunteers and service users under the following Acts and believes that its policies conform to these. Further our policies are in accordance with the Commission for Race Equality Code of Practice:

- *Race relations Act 1976*
- *Disability Discrimination Act 1995*
- *Human Rights Act 1998*
- *Sex Discrimination Act 1975*
- *And subsequent amendments to these*

Our organisation aims to ensure that people with disabilities are given equal opportunity to enter employment and volunteering. In so doing, it will fully consider making reasonable adjustments to working practices, equipment and premises to ensure that a disabled person is not put at a substantial disadvantage due to their disability. In addition, when volunteers become disabled in the course of their employment, every effort will be made through reasonable adjustment, retraining or redeployment to enable them to remain in the employment of the organisation.

Entry into our employment/ volunteer and promotion or change of post is determined by personal merit.



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Breaches of this policy:

In addition to what is stated in the previous 'Equal Opportunities Policies' regarding this matter, each case will be dealt with individually and in accordance with person's best interest.

The individual will not be victimised or retaliated against for complaining about discrimination. However, making a false allegation deliberately and in bad faith as misconduct and dealt with.

VERIFICATION

A three-person task group comprised of members from the safeguarding committee and will allocate a one-day personal inspection of the appropriate premises, procedures and records on a two-yearly basis.

Date Adopted	
Signed	
Review due in	

