

# EQUAL OPPORTUNITIES

REVIEWED ON: 8 JULY 2023

NEXT REVIEW: 8 JULY 2026

BY THE BOARD OF TRUSTEES

BTC believes that freedom from discrimination and equality of opportunity are fundamental rights and that each person should be valued regardless of age, race, gender, disability, sexual orientation, religion or belief, HIV status, and social class. BTC recognises that discrimination and victimisation is unacceptable and that it is in the interests of the Organization and its employees to utilise the skills of the total workforce. It is the aim of the Organization to ensure that no employee or job applicant receives less favourable facilities or treatment (either directly or indirectly) in recruitment or employment on grounds of age, disability, gender/gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion or belief, sex, or sexual orientation (the protected characteristics under the Equality Act 2010).

BTC will organise all its activities to ensure that diversity is valued, and equality of opportunity promoted. It will develop and promote policies, services and actions that will make a real difference in its role as an employer, in its work with its different user organisations and in its involvement with volunteers and trustees.

Harassment of any kind will be considered a disciplinary offence. Harassment may involve derogatory and discriminatory remarks, ridicule, unwanted physical contact, demands for favours, or physical assault; staff members, volunteers or anyone connected with the organisation could be liable for dismissal for gross misconduct and any trustee or volunteer found to have breached this policy will be asked to resign. Harassment of any kind is breach of this policy; it could be construed as gross misconduct and would be liable to dismissal if the case is proven.

We will ensure all older people, trustees, volunteers, employees, and the public are treated fairly and consistently without discrimination.

BTC strongly supports the United Nations Sustainable Development Goal of Equality amongst other goals.