



## EQUAL OPPORTUNITY POLICY

CLIMATE EXPLORERS

# **Equal Opportunity, Ethics & Whistleblowing Policy**

## **Equal Opportunity**

Climate Explorer, here by known as 'The CIC', is committed to achieving equal opportunities, respects and values diversity, and is committed to applying equality of opportunity in all its practices with regard to ethnic origin, age, gender, religion or belief, sexual orientation, marital status and disability or any other criterion not relevant to the point at issue.

The CIC's Directors have overall responsibility for the effective operation of this policy. However, all board members, volunteers, contractors, and clients have a duty as part of their involvement with the group/organisation to do everything they can to ensure that the policy works in practice.

Directors & HR representatives of The CIC will bring to the attention of all volunteers, contractors, and board members the existence of this policy, and will provide such training as is necessary to ensure that the policy is effective.

As a provider of a service to the community, The CIC accepts responsibility to promote equal opportunities and challenge discrimination wherever it occurs. This policy sets out the main consequences of this commitment and the action to be taken in order to achieve equal opportunities.

We will actively monitor all activities to ensure that we are serving the needs of all communities and groups.

It is the responsibility of all directors, volunteers, and contractors to ensure that no-one at The CIC (or who interacts with The CIC) receives less favourable treatment than another on the grounds of age, ethnic origin, disability, sexual orientation, religion or belief, marital status or gender.

We will listen carefully to what people tell us they need from The CIC, and do everything in our power and within our resources to ensure their needs are met.

## **Recruitment and Employment Practices**

It is vitally important that The CIC's directors, volunteers, and contractors understand the full diversity of their teams, prospective volunteers and clients.

As far as it lies within our power, we will ensure that our recruitment processes are designed to ensure equal access for all.

- All committee or job vacancies will initially be advertised internally to encourage service users and volunteers to apply.
- We will design our committee role or job specifications to allow for as wide as possible a range of transferable experience and qualifications to be taken into account.

- Application forms will make it clear that life experience as well as formal qualifications and work experience is valid.
- During a recruitment process, The CIC, will take into account the guidelines set out in London Voluntary Service Council Equal Opportunities Policy.
- The CIC's work force is never likely to be large enough to reflect the full diversity of our users. However, we will do everything we can to ensure that those we do work with share our belief in the value of everyone and reflect that belief in their work.

Climate Explorers may unilaterally introduce, vary, remove, or replace this policy at any time.