



Equal Opportunities Policy

Growing Local is Going Local CIC is committed to the idea of equal opportunities for all. Our policy is to make sure that no customer, or person involved or associated with **Growing Local is Going Local CIC** receives less favourable treatment on the grounds of:

Religious belief or political opinion

Race (including colour, nationality, ethnic or national origins)

Disability

Gender, including gender reassignment

Marital or civil partnership status

Having or not having dependants

Sexual orientation

Age.

Growing Local is Going Local CIC is opposed to all forms of unlawful and unfair discrimination. We believe in human rights for all those connected with this organisation and all members of society. No action shall be taken against them by any person connected with **Growing Local is Going Local CIC** which would devalue their contribution to society and to this organisation, or lead to a loss of their own self-respect, or respect for them from others.

Responsibility for making sure that **Growing Local is Going Local CIC** fulfils its obligations under this Policy rests with the **Directors** of **Growing Local is Going Local CIC**

Who does the Policy apply to?

All individuals within this organisation are responsible for compliance with this Policy, and for the positive attitude it requires. All external persons connected with **Growing Local is Going Local CIC** are encouraged to hold the same responsibility and commitment.

What will we do?

We will make sure that all our staff are aware of our Equal Opportunities Policy, and where applicable will make them aware of their responsibilities.

All job applicants, employees and others who work for us will be treated fairly and will not be discriminated against on any of the grounds named above. Decisions about recruitment and selection, promotion, training or any other benefit will be made objectively and without unlawful discrimination.

How will we know if the Policy is working?

The working of the Equal Opportunities Policy will be monitored by the **Directors of Growing Local is Going Local CIC** on a regular basis.

Dealing with complaints

It is recognised that individuals may be unwilling to make a complaint regarding equal opportunities, for a variety of reasons, including:

Fear that others will consider that behaviour trivial

Fear that the complaint will not be taken seriously

It is important that employees should feel able to raise concerns without fear and in the knowledge that their complaint will be taken seriously.

All complaints will receive prompt attention and will be properly investigated. We will seek to resolve them as quickly as possible.

Any employee should feel able to raise matters at any time with a **Director of *Growing Local is Going Local CIC***.