



EQUAL OPPORTUNITIES STATEMENT

Diversion training wholeheartedly supports the principle of equality of opportunity in the services we deliver and in the recruitment selection and employment of staff, volunteers and sessional workers.

Diversion Training opposes all forms of unlawful or unfair discrimination on the grounds of skin colour, race, nationality, ethnic or national origin, sex, ability, sexuality, social class, HIV status, religion or other beliefs.

Diversion Training believes that it is in the best interest of the organisation, and of all those connected to it, to ensure that the human resources, talents and skills available throughout the community are considered when employment opportunities arise.

Diversion believes that this anti-discriminatory approach will reflect positively in the services we provide to young people, communities and other organisations.

To this end, within the framework of the law, we are committed, whenever practicable, to achieving and maintaining an anti-discriminatory vision which broadly reflects and serves the communities we connect with.

Action to Implement Policy

To put this policy of equal opportunities into practice in the day-to-day operation of Diversion we will:

- Set an action plan containing explicit, measurable and achievable objectives and targets.
- Examine and review existing procedures for recruitment, selection, promotion and training.
- Develop mechanisms for resolving grievances in relation to discrimination and unfair treatment within the organisation.
- Identify any scope for using lawful positive action training and encouragement and then put the necessary arrangements in hand.
- Review the policy on a regular basis.

Kind regards,

A handwritten signature in black ink that reads "Demi Moffat".

Demi Moffat

Founder of Diversion Training