



### **Big Breakfast Plus Equality and Diversity Policy 2023**

**Big Breakfast Plus** is dedicated to encouraging a supportive and inclusive culture throughout our organisation. It is within our best interest, and the best interest of our guests and volunteers, to promote diversity and eliminate discrimination in delivering our charitable purpose.

**Big Breakfast Plus** will ensure that all volunteers, employees, future volunteers, and job applicants are given equal opportunity and that our organisation is representative of all sections of society.

**Big Breakfast Plus** will not provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination. All volunteers and employees will be treated fairly and with respect. We will not tolerate any form of intimidation, bullying, or harassment, and will discipline those that breach this policy.

**Big Breakfast Plus** will make any reasonable adjustments to ensure that disabled volunteers, employees, future volunteers, and job applicants are not disadvantaged due to their disability.

When selecting candidates for employment, promotion, training, or any other benefit, it will be based on their aptitude and ability. All volunteers and employees will be given help and encouragement to develop their full potential and utilise their unique talents.

**Big Breakfast Plus** commits to:

- Create an environment in which individual differences and the contributions of all team members are recognised and valued.
- Maintain an environment that promotes dignity and respect for every volunteer and employee.
- Ensure training, development, and progression opportunities are available to all volunteers and employees.
- Promote equality in the workplace which Big Breakfast Plus believes is good management practice and makes sound business sense.
- Require volunteers and employees to treat everyone with dignity and respect.
- Encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- Regularly review all our employment practices and procedures so that fairness is always maintained.

A copy of our equality and diversity policy is included in the volunteer and the staff handbooks. All volunteers and employees must comply with its requirements and promote fairness in the workplace.

The policy will also be drawn to the attention of funding agencies, stakeholders, service users, and job applicants.

If anyone who believes that they have been a victim of discrimination, bullying or harassment should speak to the Service Co-ordinator and if unsatisfied to the Chair of Trustees or the Vice-Chair HR.

This Equality and Diversity Policy is fully supported by the Trustees. The policy will be monitored and reviewed annually to ensure that equality and diversity is promoted in the workplace.