

EQUAL OPPORTUNITIES POLICY FOR CRESS UK

INTRODUCTION

1. CRESS UK is committed to promoting equal opportunities and fostering an inclusive environment for all individuals involved in its activities. This Equal Opportunities Policy aims to ensure that no individual is discriminated against or disadvantaged on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation. CRESS UK seeks to create a diverse and inclusive environment where everyone feels valued and respected.

SCOPE

2. This policy applies to all individuals associated with CRESS UK, including employees, volunteers, trustees, beneficiaries, contractors, and any other individuals engaged in activities on behalf of CRESS UK.

POLICY STATEMENTS

3. Equality of Opportunity

CRESS UK is committed to providing equal opportunities for all individuals involved in its activities. No person shall be treated less favourably or be denied access to opportunities based on any protected characteristic as defined by the Equality Act 2010. CRESS UK will endeavour to identify and eliminate any barriers to equal opportunities and create an inclusive environment that values diversity.

4. Recruitment and Selection

CRESS UK will ensure that all recruitment and selection processes are conducted in a fair and non-discriminatory manner. Vacancies will be advertised widely to attract a diverse range of applicants. Selection criteria will be based solely on merit, skills, qualifications, and experience relevant to the role. Reasonable adjustments will be made during the recruitment process to accommodate the needs of individuals with disabilities.

5. Training and Development

CRESS UK is committed to providing appropriate training and development opportunities to enhance the skills and knowledge of all individuals associated with CRESS UK. Training will be accessible to everyone, regardless of their protected characteristics, and will promote understanding and awareness of equality and diversity issues.

6. Harassment and Bullying

CRESS UK will not tolerate any form of harassment or bullying, including but not limited to harassment based on age, disability, gender reassignment, marriage and civil partnership,

pregnancy and maternity, race, religion or belief, sex, or sexual orientation. All individuals associated with CRESS UK are expected to treat each other with dignity and respect. Any incidents of harassment or bullying will be taken seriously and may result in disciplinary action.

7. Reasonable Adjustments

CRESS UK will make reasonable adjustments to accommodate the needs of individuals with disabilities or any other individuals requiring additional support. CRESS UK will engage in an interactive process with the individual concerned to determine the adjustments required, where feasible and within legal obligations.

8. Complaints and Grievances

CRESS UK will ensure that there is a clear and accessible procedure for raising complaints or grievances related to equality and diversity matters. All complaints will be handled confidentially and investigated promptly. Appropriate actions will be taken to address and resolve any legitimate concerns raised.

9. Monitoring and Review

CRESS UK will monitor and review the implementation of this Equal Opportunities Policy regularly to ensure its effectiveness. Data will be collected on the diversity of individuals involved in CRESS UK's activities to assess progress and identify areas for improvement. The policy will be reviewed and updated as necessary to reflect changes in legislation and best practices.

RESPONSIBILITIES

10. All individuals associated with CRESS UK, including employees, volunteers, trustees, and contractors, have a responsibility to comply with this Equal Opportunities Policy. Managers and supervisors have a particular duty to ensure that the policy is implemented effectively and that any concerns or incidents are addressed appropriately.

CONCLUSION

11. CRESS UK is committed to promoting equal opportunities, valuing diversity, and fostering an inclusive environment. By adhering to this Equal Opportunities Policy, we aim to create a culture that respects and appreciates the contributions of all individuals involved in our activities.

CONTACT DETAILS

This policy has been approved and authorised by the Trustees:

Name:	Jeremy Metcalfe OBE
Position:	Chair of the Trustees
Date:	29 June 2026
Signature:	
Policy version:	June 2026
Date of Review:	June 2027
Contact:	info@CRESSUK.org