



## **COBCOE POLICY**

### **Policy Statement – Equal Opportunities**

COBCOE is committed to eliminating discrimination and encouraging diversity amongst our workforce. Our aim is that all staff, clients and visitors feel respected and enjoy being in a comfortable environment.

Therefore, the purpose of this policy is to ensure fairness and not to discriminate on grounds of gender, race, age, religion or belief, disability or sexual orientation.

We oppose all forms of illegal and unfair discrimination.

Recruitment, training and promotion will be based on aptitude and ability and all employees will be encouraged to develop their full potential to maximise the efficiency of the organisation.

Efforts will be made to ensure the workforce reflects the social background of the local population.

#### **Our commitment:**

- To create an environment in which individual differences and contributions of all staff are recognised and valued
- To advise all staff on their responsibilities with regard to equality
- Every stakeholder in the organisation is entitled to respect and dignity
- No form of intimidation, bullying or harassment will be tolerated
- Training, development and progression opportunities are available to all staff
- We will regularly review all our policies and procedures to ensure fairness and act on the results of equality monitoring
- Breaches of the policy will be regarded as misconduct and could lead to disciplinary proceedings
- This policy is fully supported by senior executive leadership, and forms an integral part of the business strategy