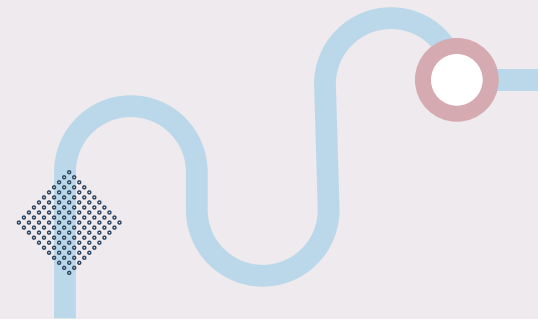


Diversity Policy



Centre Name	
Centre Address	

Policy Name	Diversity Policy
Policy Number	
Date Created	
Effective Date Adopted by the Board	
Version Number	
Date of Last Version	
Administrator Responsible	
Administrator Contact Information	

POLICY HISTORY

Version Number	Approved by	Revision Date	Author

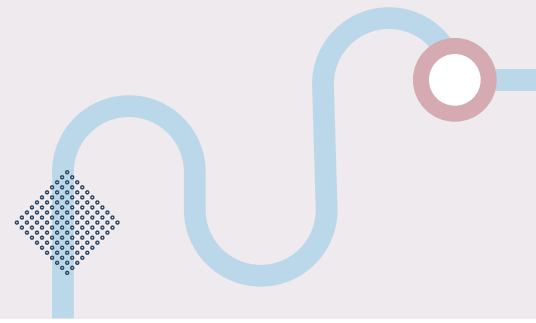
DOCUMENT CONTROL

Document Ref		Title	Diversity Policy
Version & Date		Author	
Directorate:		Approved by Management	
Reviewed		Change History	

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Diversity Policy



Diversity Management

Enter Centre Name Here

PURPOSE

This policy is in place to demonstrate this organisation's commitment to diversity management and in recognition that difference in an organisation can be a strength.

SCOPE

This policy applies throughout the organisation.

POLICY

It is the policy of this organisation to recognise people as a key resource required for successful attainment of the organisation's mission. In support of this, it is important to remember that differences between people, whether devised from their different backgrounds and personalities, cultures and /or their different abilities, can be a source of strength to the organisation.

The organisation is also committed to providing reasonable accommodation for people with a disability, whether they are applicants for employment or employees requiring special facilities. Reasonable accommodation will be provided subject to such measures not imposing a disproportionate burden on the organisation.

PROCEDURE

In order to ensure that difference is respected in this organisation, a number of procedures are in place. These are listed below:

- **Equal Opportunities:** this policy is in place to encourage a work environment free from discrimination.
- **Dignity at Work:** The policies in relation to dignity at work include the organisation's anti-harassment and sexual harassment policy and the anti-bullying policy. These Policies have been established to help the organisation provide a safe place of work free from harassment, sexual harassment or bullying, irrespective of an employee's gender, civil status, family status, sexual orientation, race, religion, age, disability, or membership of the Traveller Community.
- **Training and Development:** this policy seeks to ensure that there is no discrimination in the selection process for training and development activities.
- **Recruitment and Selection:** this policy makes a commitment to hiring the most qualified candidates for positions as they arise, and not to discriminate in the recruitment and selection process.
- **Grievance Procedure:** this Procedure is in place to ensure that any employee feeling that they have been treated unfairly can bring this to the attention of management, in order to have the issue examined and if possible, resolved.

