

Equal Opportunities Policy

1. Introduction

1.1 At Bristol Together CIC, we are dedicated to fostering a diverse and inclusive workplace where all individuals are valued and respected. Our commitment to equal opportunities in employment is integral to our mission and ethos. We ensure that no employee or applicant is discriminated against based on age, sex, marital status, creed, colour, race, ethnic origin, disability, sexual orientation, religion, or belief.

2. Policy Application

2.1 **Recruitment and Selection:** We are committed to fair and unbiased recruitment processes, ensuring that all candidates are considered solely on the basis of their qualifications, experience, and ability to perform the job.

2.2 **Training and Development:** We provide equal access to training and career development opportunities, ensuring that all employees have the chance to grow and progress within the company.

2.3 **Promotion:** We promote employees based on merit, ensuring that everyone has an equal opportunity to advance in their career.

2.4 **Terms and Conditions of Employment:** We ensure that all employment terms and conditions are applied consistently and equitably.

2.5 **Redundancy and Termination:** Decisions regarding redundancy and termination are made based on objective criteria, free from discrimination.

3. Communication and Awareness

3.1 Bristol Together is committed to ensuring that all employees, customers, and contractors are aware of our Equal Opportunities Policy. We will:

3.2 **Raise Awareness:** Inform all eligible employees about available training and promotion opportunities.

3.3 **Policy Dissemination:** Communicate this policy clearly to all employees and stakeholders, ensuring understanding and adherence.



4. Policy Review and Feedback

- 4.1 We recognise the importance of regularly reviewing and updating our Equal Opportunities Policy to reflect current legislation and best practices. Employees are encouraged to provide feedback and suggestions on the implementation and effectiveness of this policy.

5. Grievance Procedure

- 5.1 If any employee feels they have been subjected to unequal treatment or discrimination, they are encouraged to raise their concerns through the established grievance procedure. Bristol Together is committed to investigating all complaints promptly and thoroughly, ensuring that any necessary actions are taken to resolve issues fairly.

6. Legal Compliance

- 6.1 Bristol Together fully complies with all relevant legislation, including:
- a) The Race Relations Act
 - b) The Sex Discrimination Act
 - c) The Equal Pay Act
 - d) The Disability Discrimination Act
 - e) The Employment Equality (Sexual Orientation) Regulations 2003
 - f) The Employment Equality (Religion or Belief) Regulations 2003
- 6.2 We believe that maintaining a fair and inclusive work environment is the responsibility of all employees. Every member of our team is expected to contribute to the practical application of this Equal Opportunities Policy, ensuring that our workplace is free from discrimination and harassment.



Paul Morgan, Managing Director
Bristol Together CIC

For any questions or concerns related to this Equal Opportunities, please contact Paul Morgan – paulmorgan@bristoltogether.co.uk.

Review Cycle:	Date of Review:	Reviewed by:	Next Date of Review:
Annual	01/08/2024	Paul Morgan – Managing Director	01/08/2025