

EQUAL OPPORTUNITIES POLICY

INTRODUCTION

As a service provider and employer, we consider it vital to our code of ethics to produce a statement of policy on equal opportunities in order to provide the necessary encouragement and guidance to employees, voluntary workers and users of Fertility Network UK's services.

GENERAL STATEMENT OF POLICY

Fertility Network UK is committed to ensure that as an employer and a provider of services, no person will receive less favourable treatment on any grounds. We aim to ensure that no job applicant, employee or service user receives less favourable treatment than another on grounds of sex, race, colour, ethnic origin, nationality, religion and belief, age, marital status, disability, sexual orientation, gender reassignment or any other factors unrelated to the requirements of the job or the service we provide and which are not restricted by legislation.

RESPONSIBILITY FOR POLICY

The board of trustees will be responsible for ensuring that this policy is implemented and maintained. The board of trustees will monitor the operation of the policy and review its effectiveness on an annual basis.

PUBLICISING THE POLICY

All employees and voluntary workers will be provided with a copy of the policy. All job applicants will receive a copy of the policy with their application form.

DIRECT AND INDIRECT DISCRIMINATION

Direct discrimination is defined as treating a person less favourably than others are, or would be, treated in the same or similar circumstances.

Indirect discrimination occurs when a requirement or condition is applied which whether intentional or not, adversely affects a considerably larger proportion of people from one group, for example of one race, sex or marital status than another and cannot be justified on grounds other than race, sex or marital status.

EQUAL OPPORTUNITIES RESPONSIBILITY

Every employee and voluntary worker of Fertility Network UK has an obligation to respect and act in accordance with the policy.

I hereby declare that I have read and understood the Fertility Network UK Equal Opportunities Policy:-

Name:

Signature:

Date:

August 2016