

# Equality policy

## 1. Introduction

Pimlott Foundation ( Reg.Charity 1122550) is committed to the equal treatment of all voluntary workers and students working within the Foundation, and those associated with the outreach work of the charity. It requires all involved to abide by and adhere to this principle. It also requires that all staff follow the Codes of Practice issued by the Equality and Human Rights Commission.

## 2. Equality and Fairness

We abide by the requirements of the Race Relations Act 1976, Sex Discrimination Act 1975, the Disability Discrimination Act 1995 and 2005 and the Equality Act 2006. Specifically discrimination is prohibited in:

- (a) treating any individual less favourably than others on grounds of sex, colour, marital status, race nationality or ethnic or national origin, religion, sexual orientation, disability or membership .
  
- (b) imposing requirements on an individual that are, in effect, more onerous on that individual than they are on others. This would include imposing a condition not warranted by the requirements of the position that makes it more difficult for members of a particular race or gender to comply than others not of that race or gender.
  
- (d) victimisation of any person;
  
- (d) harassment of any person

Pimlott Foundation will investigate immediately any claims of discrimination and take the necessary action required.

16.5.18