
INASP EQUAL OPPORTUNITY POLICY

This policy applies to anyone working for, or delivering work on behalf of, INASP i.e. staff, associates, contractors, volunteers and partners.

Scope

INASP is committed to equal opportunities and to the principles of equality regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

We will apply policies and practices which are fair, equitable and consistent with the skills and abilities of our employees and the needs of the Organisation. We look for your support in implementing these policies to ensure that all employees are accorded equal opportunity at all stages of recruitment and development. In certain circumstances taking positive action in the workplace is legitimate, providing these steps are reasonably considered and will not discriminate against others.

We value and are committed to achieving a diverse workforce at all levels where all staff can work in a culture of dignity and respect. This is a key value to which all employees are expected to give their support.

The process for raising concerns and/or complaints regarding equal opportunities is set out in the [P02-Anti-Harassment and Bullying Policy](#)

Wilful contravention of this policy by any member of staff will be considered a disciplinary offence.

Please also see [P13-Safeguarding Policy](#) and [P04-Discrimination Policies](#)

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