

1.1 Equal Opportunities Policy

The purpose of this equal opportunities policy is to ensure that all Staff Members and job applicants are treated equally and to support FBC's objective of providing a working environment that is free from all forms of unlawful discrimination.

The policy applies to all Staff Members and other workers within the Centre, and also to potential Staff Members and former Staff Members, and to both full-time and part-time Staff Members.

5.4.1 Policy statement

FBC is fully committed to providing equal opportunities in its recruitment process, and during employment, and for ensuring that every Staff Member is treated with dignity and respect.

Although there may be circumstances justifying different treatment, which is not unlawful, (for example, to comply with a genuine occupational requirement for a position), FBC will not tolerate unlawful discrimination on the grounds of an individual's:

Sex	Race
Marital Status	Colour
Disability	Ethnic or natural origin
Gender Reassignment	Sexual orientation
Age	Religious beliefs
Union Membership	Employment status
Union activities	

The Trustees are responsible for implementing the Equal Opportunities policy and for applying the policy as part of day-to-day management. All managers will receive training and guidance in this policy and procedure.

All Staff Members have a responsibility not to discriminate unlawfully against or harass fellow Staff Members and to report any such behaviour of which they become aware.

Any breaches of this policy will be treated in accordance with FBC's disciplinary procedure.