



GENERAL EQUAL OPPORTUNITIES AND DIVERSITY STATEMENT FOR PROSPECTIVE EMPLOYEES

Last review: September 2019

Next review due: September 2021

Notts SVSS recognises and celebrates diversity in our organisation, staff, volunteers, service users as well as the wider public. We work to ensure that anybody in contact with our service is able to do so in a way that ensures equality and upholds their diversity.

We recognise that anyone can experience any form of discrimination and oppression and we are committed to challenging and eliminating any form of discrimination within the Centre including those protected characteristics outlined in the Equality Act 2010.

Notts SVSS positively encourages people from all backgrounds to become involved in the work of the Centre; on the Management Committee, as paid workers, as volunteer workers. To help us to ensure that our advertisements are reaching a wide base of potential employees, we ask that applicants complete our Equal Opportunities Monitoring Form (EOMF). Completion of the EOMF is not compulsory and they can be sent back separately to the application form. EOMFs sent in with application forms will be detached prior to shortlisting.

Selection for employment, promotion, training of any other benefit will be done on the basis of aptitude and ability. All employees with our service will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the business success.

On certain occasions we are exempt from opening our employment opportunities to males under section 9 of the Equalities Act 2010. This exemption is specifically reviewed every time a position is recruited for to ensure this is justifiable and legal. Where a position is only open to female applicants this is stated clearly, with the referenced exemption, on the advertisement.

Due to the nature of our work, most positions require DBS checks or equivalent to take place before employment can commence. Where this is required, it will be detailed on the application form.