

Guy Fox History Project Limited
Charity Registration #1119898
EQUAL OPPORTUNITIES POLICY

Guy Fox History Project Limited will comply with UK equal opportunities legislation in its recruitment and treatment of all Guy Fox History Project Limited workers, volunteers, and representatives. Guy Fox History Project Limited is committed to the removal of all barriers to participation in its activities based on sex, race, age, disability or religion.

While the main responsibility for eliminating discrimination and providing equal opportunity is that of Guy Fox History Project Limited, individual Guy Fox History Project Limited employees at all levels have the responsibility to not discriminate or knowingly aid others to do so.

Guy Fox History Project Limited is also committed to the diversity agenda to value individual differences while maintaining team performance, in creating opportunities for all individuals, and in developing best practice to this end.

The following 'Dos' and 'Don'ts' refer specifically to sex, race and disability discrimination as this is what current legislation covers. Legislation is being developed to cover sexual orientation, age and religion and it would be good practice for Guy Fox History Project Limited to also include these three in its policy and practice.

Recruitment

Guy Fox History Project Limited will not discriminate, harass or victimize on the grounds of sex, race or disability, in the arrangements made for deciding who should be offered a job, in any terms of employment, or by refusing or omitting to offer a person employment.

Guy Fox History Project Limited will endeavor to ensure that each individual is assessed according to his or her personal capability to carry out a given job.

When advertising job vacancies Guy Fox History Project Limited will not publish an advertisement that indicates, or might reasonably be understood as indicating, an intention to discriminate unlawfully on grounds of sex, race or disability.

Treatment of Guy Fox History Project Limited Representatives

Guy Fox History Project Limited will not treat a person less favourably than another, or indirectly discriminate on the grounds of sex, race, age, disability, or religion. Guy Fox History Project Limited will ensure that it treats representatives fairly and equally irrespective of sex, race, disability, age, or religion. Guy Fox will not tolerate conduct which is unreasonable, unwelcome and offensive, and which creates an intimidating, hostile or humiliating working environment.

Definitions

Racial discrimination: Includes race, colour, nationality, ethnic origin.

Sex discrimination: Includes gender, marriage, gender reassignment and sexual orientation .

Disability discrimination: Includes anyone who has a "physical or mental impairment which has a substantial and long-term adverse effect on his/her ability to carry out normal day to day activities".